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Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Combined fourth and fifth periodic reports of States parties

Greece*

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For the initial report submitted by the Government of Greece, see CEDAW/C/5/Add.28, which was considered by the Committee at its sixth session. For the combined second and third periodic reports submitted by the Government of Greece, see CEDAW/C/GRC/2-3, which was considered by the Committee at its twentieth session.

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INTRODUCTORY REMARKS

Our country, firmly oriented towards the principles of democracy and respect of human rights, participates actively, strengthens and promotes the institutional role of International Organizations in the effort of the global community for Peace, safeguard of social rights, the self-determination of populations and equal development of all, irrespective of sex, race, origin or any form of particularity.

Accordingly, our government signed, and the Greek parliament ratified, among others the UN 1979 International Convention on "Elimination of all Discrimination against Women", as early as 1983.

Also, we were recently one of the first 22 countries in the world to sign the UN Optional Protocol for the Safeguard of Women's Rights.

In the twenty years since we assumed our conventional obligations towards the UN, remarkable progress has been achieved in Greece in the field of legislative gender equality and changing social prejudices and stereotypes.

At the end of the century, we in Greece can point to important conquests of women in legislation, in education, in the workplace and in society.

Recent developments in the matter of equality and in all matters included in the intensive efforts of our government as well as in social processes, are presented at length in the National Report of Greece (4th and 5th Periodic Report to UN) for the period 1994-2000.

I welcome with particular satisfaction this publication by the General Secretariat for Equality: apart from its usefulness with regard to our conventional obligations towards the UN, the Report constitutes a valuable tool for all collective bodies (governmental, research, social) in this country; it contains in condensed and documented form the status and the dynamic of women in Greece at the end of the century and our prospects in view of the new millenium.

I am convinced that the Report will prove eminently useful for Greek society and I take this opportunity to reaffirm our unwavering political will to ensure the realisation of essential equality in the country.

THE MINISTRER OF
THE INTERIOR PUBLIC ADMINISTRATION
AND DECENTRALISATION

VASSO PAPANDREOU

FOREWORD

It is well known that we live in a period of international rearrangements and changes; in an era which introduces new data into ideologies, values, and organisation of societies.

Economic growth so far in all longitudes and latitudes of the earth has been precarious and discontinuous. For this reason, increasing social marginalisation and effects of decline have become more and more frequent.

Social inequalities, insecurity and the ideological climate of commercialisation, individualism and consumerism are undermining the necessary conditions and the political prerequisites for the constitution of an integrated democratic society of equality and solidarity.

We are experiencing an era which offers the possibility for the emergence of a society based on a new social contract, on a new agreement of politics and citizens, a society built on the strengthening of citizenship and the development of a solidary social dialogue with the participation of all active member of society.

In recent years important changes have occurred in the economic and social conditions of the country. The entry of Greece in the Economic and Monetary Union, the high growth rates of the Greek Economy and the assurance of a stable macroeconomic environment have been important factors for a rapid development of strategies, infrastructures, policies and actions for the implementation of the gender equality in the Greek society.

The change in woman' s role and her conversion from a domestic to a significant economic entity was the starting point for a change in the basic mentality and the Greek stereotypes related to women' s place in society.

This change went hand-in-hand with active strategies and actions undertaken by the Greek State with a view to eliminating discriminations against women and to socially accepting the active role of women in the economic and social life of the country.

In this context, the Greek Parliament judged that par. 2, art. 116 of the Greek Constitution, which permits deviations from art. 4 of the Constitution, concerning equal righs and obligations for Greek men and women, needs to be revised. The under revision provision clearly recognises the need to undertake special positive measures and actions in favour of women to achieve the de facto equality.

The participation of Greece in the European Union institutions and in international organisations has been a fundamental factor for planning and implementing new political actions and for creating infrastructures to promote equality in all sectors.

On March 2nd, 1982, Greece signed the Convention for the Elimination of All Forms of Dictrimination Against Women in the framework of the United Nations Organisation. Greece ratified the Convention through passing Law 1342 - Official Journal of the Hellenic Republic, volume A39, on March 30th, 1983 and it was put into force on April 30th, 1983.

The 2nd and 3rd Reports filed with the CEDAW Commission in 1996 and covering the period 1986-1994, formed the basis for the development of policies with a view to eliminating discrimination against women.

This 4th and 5th Reports of Greece to the CEDAW Commission covers the political actions for the elimination of discrimination against women in the period 1994-2000. These actions and measures concern implementation of equality of the sexes in all sectors of economic, political and social life, as well as the introduction of infrastructures to ensure recognition of women's rights as human rights.

The 4th and 5th Reports of Greece are the result of cooperation between the Experts' Committee of the General Secretariat for Equality of the Ministry of the Interior, Public Administration and Decentralisation on the one hand, and social agencies, women's organisations, international bodies and all other ministries and public agencies involved in planning, implementing and contributing to the dissemination of political equality in all sectors of the social and every day life of citizens, on the other.

We trust that this Report is a significant step towards a full record of the present situation in relation to gender equality in Greece but we hope that, above all, it will encourage further promotion of equality and elimination of all forms of discrimination against women.

EFI BEKOU

SECRETARY GENERAL FOR EQUALITY

Part A

INTRODUCTION

In the framework of international political and economic developments, Greece is attempting to totally restructure its social infrastuctures and to plan and implement an economic and social policy that is able to confront the contemporary problems of citizens. This presupposes the introduction of a framework of values of increased social and political rights on the basis of equality and social solidarity.

The issue of social, political and economic equality constitutes the core of the planning of economic and social policy as well as of the actions of Greece. Basic axis in this direction is the particular emphasis placed on the drafting and implementing policies on gender equality.

The policies on gender equality and the recognition of women' s rights as human rights are not a slogan. On the contrary, the equality police is the basic axis of social policy in all modern states.

With the concurring opinion of the Council of State (Supreme Administrative Court), Greece is introducing positive measures in favour of women in order to reduce existing inequalities, in compliance with art. 4, para. 1 of the Declaration for the Elimination of All Forms of Discrimination against Women (CEDAW).

No research, analysis, planning and implementing of policies for gender equality can be separated from the current sociopolitical situation of every country.

In this context, the present National Report of Greece on governmental actions for the implementation of gender equality, now being submitted to the CEDAW Committee, includes policies and actions exercised for gender equality, aiming at the elimination of all forms of discrimination against women, with reference to the socioeconomic framework of Greek society.

In the first part of the present Report, reference is briefly made to the general characteristics of economic and social policy in connection to three basic sectors, which form the highest priorities of Greece' s political strategy: creation of new jobs, upgrading of the country' s human resources and provision of equal opportunities, without any discrimination, to all Greek citizens.

In the second part, all actions of Greece in compliance with the articles of the Declaration for the Elimination of All Forms of Discrimination against Women (CEDAW) are presented.

The present Report has been structured on the basis of the article by article analysis of policies and actions on gender equality. Many of the actions are included in more than one articles of the CEDAW Declaration. In this case, each text contains reference so as to avoid repetitions.

Articles 15 and 16 are not analysed in the present Report. The actions and policies of Greece, relating to the above mentioned articles, have been analysed in previous National Reports.

1. BASIC AXES OF SOCIAL POLICY

In February 2000, the Greek economy complied with all the criteria of the Maastricht Treaty. On March 9th, 2000 the application of Greece to join the Economic and Monetary Union was submitted.

The Greek economy moves in an orbit of growth, low inflation, long-term fiscal and macroeconomic equilibrium.

In the last four years, growth rates were 4% higher than the average growth rate of the European Union. This development of the Greek economy market an essential redistribution of income in favour of the weaker social groups by means of tax reduction, increase in social expenditure and upgrade of the social state.

The growth of the country resulted in the creation of 230.000 jobs in the period 1994 - 1999. At the same time, the cumulative increase of salaries in the period 1995 - 1999 was 15%, while the share of the remuneration of labour in the Gross Domestic Product (GNP) improved from 35,7% in 1993 to 38,6% in 1998.

Generally speaking, Greece can boast for very important achievements in all sectors of economic and social policy. In accordance to the general principles of the European Union, the next step after economic integration is social integration. In recent years, Greece' s political actions combine economic and social policy, placing particular emphasis on human resourse, since these constitute the main source of wealth and growth of every country.

To respond to the challenges of international competition and new age, the promotion of the targets for a strong and modern Greece at all levels of economic and political life presupposes human resources with broad education, skills and adaptability to the continuously changing conditions.

For this reason, the policy of Greece has the following fundamental targets:

- continuous creation of new jobs,
- qualitative upgrade of human resources,
- provision of equal opportunities to all Greek citizens, without and discrimination.

1.1 Employment Policies

The main principle of the Greek employment policy is based on the application and implementation of active employment policies and protection of the unemployed.

The active participation of all social partners creates adequate conditions for a uniform and coordinated employment strategy. Employment policy aims at fighting unemployment, strengthening employment, and creating a new dimension in participation in social life. For this reason, Employment Projects were oriented towards the special needs of "Target Groups", mainly of youth, women, and long-term unemployed.

- Employment policies were reinforced by means of the "Integrated Interventions", which combine the provision of retraining, welfare, and promotion in work, for each form of unemployment at local level.

The most important political strategy is cooperation between central and local administration towards the development of the Social Sector of Employment by means of creating jobs in the sectors of Environment, Culture, and Quality of Life.

The central orientation of Greek employment policy is a gradual re-definition of employment policies, passing from the logic of subsidies to preventive action. Structures and mechanisms are developed for prompt identification of needs and developments in the labour market. The aim is to go over from passive policies of subsidising unemployment to active measures of promoting employment, on the basis of an individualised approach and equality of access.

In the period 1996-2000, Greece:

- Subsidised the creation of 270.000 new jobs for young persons, women and long-term unemployed people.
- Provided incentives to enterprises to increase and train their human resources.
- Created new infrastructures to support unemployed persons and services for social protection of citizens.
- Worked out the special project "Young People in Active Life" to ensure that, by the end of year 2000, there will be a job, a place for work experience, training or self-employment for every unemployed young person.
- Put a limit to the real obstacles to women' s access to educational systems and to the labour market; introduced positive discriminations and measures in training and job-finding projects and set up structures and projects to support women's entrepreneurship.
- Implemented new, flexible and effective projects to traim and integrate disadvantaged popoulation groups (repatriated migrants, refugees, gypsies) into the labour market.
- Registered and legalised economic refugees to fight illegal employment and to protect the rights of foreigners who are legally employed in the country.
- Law 2369/98 harmonised Greek legislation with that of the Member-States of the European Union in respect of organising the newly emerging forms of work, combining the necessary flexibility with the workers' safety.
- Ensured qualitative upgrading of the structures of initial and continuing vocational training and their adjustment to economic changes (establishment of a National Certification Center, Certification of vocational training centres and enterprises).
- Improved quality and effectiveness of unemployed persons' training by means of linking training material to the trends on the labour market. In the period 1994 - 1999, 290.000 unemployed persons were trained, thereby acquiring new knowledge and new working potential.
- Developed new forms of training by promoting projects for acquiring work experience, and linking training to employment.

In a period of important structural changes, Greece is implementing policies aiming at an indivisible and interlinked economic and social development. National Action Plans for Employment were set up in cooperation with all social agencies, in which one of the four pylons is devoted to actions for gender equality.

In 1999, GDR 700 billion were invested to support 650.000 persons, while in 1998 over GRD 450 billion were invested for some 550.000 beneficiaries. Thus, the resources of the Structural Funds, specifically of the European Social Fund, were spent on human resources' development by supporting implementation of innovative (for the Greek conditions) policies to promote employment.

1.2 Development of human resources

Planning of the development of human resources is functionally linked to strategic orientations, national targets and developmental options in the new decade.

For this reason, young men and women form the special focus of attention and endeavour. The new age demands for high level training, competitivity, creativity, and innovation, especially concern the young. Accordingly, human resources development policies provide more opportunities for education, employment, entrepreunership, successful integration in social and economic life through the introduction of a supporting network of measures and structures.

The main axis of human resources development policy is a high quality level of lifelong learning. This axis is based on the principle of flexibility and adaptability which is inseparably associated with the rejection of the concept according to which life is segmented into the compartments of a closed and hermetic cycle of: education - work - retirement.

The continual structural changes and the development of new technologies are the fundamental causes for the modification of the general framework of Greece' s employment policy.

For this reason, the new policy implemented by Greece in the new information society is characterised by reforms of the institutional framework towards a greater "flexibility of knowledge" in the labour market and by upgrading of human resources with new crucial skills, to enable them to meet the new demand for jobs emerging from the application of new technologies in an increasing number of economy sectors.

The most important axis of employment policy is the guarantee of equal opportunities. The basic principle is to combat any separation or discrimination in respect of the access to training and to the labour market. For this purpose, a framework for equal opportunities and facilities for integrating young persons, women and the handicapped in active life, has been developed.

The aim is to avoid social exclusion, which puts certain groups of human resources outside the productive function, so that the country' s productive forces may be effectively employed to the fullest possible extent.

1.3 Strengthening of the mechanisms for social protection - Network against poverty and exclusion

According to EUROSTAT data (statistics in focus, February 2000), Greece continues showing an upward trend in social protection expenditure. In the period 1993-1998, convergence with the European Union average was achieved. In 1993, Greece was placed at 77% of the E.U. average, while, in 1998, it reached 84% of the average.

The basic axis of social policy is the balance between development, employment, and social protection.

There has been a steady increase in social income for the unemployed, for disabled persons, for the elderly and for every social category in need. Families with many children have been steadily supported with special incentives and benefits. In the last three years, the resources allocated to the support of families with many children rose, from GRD 42 billion in 1993, to GRD 130 billion annually.

Moreover, the family tax burden has been steadily reduced by increasing the tax-exempt level of family income. In addition to this, family income was supported by reducing prices of basic family expenses, such as electricity, oil for heating and housing loans.

Greece introduced and extended new projects for social protection of the elderly, the handicapped and repatriated emigrants. It took and extended positive measures to assist young couples starting a family, such as pilot projects for all-day schools. The support package for young couples includes assisting measures in the housing sector, maternity and post-delivery leave and financial assistance measures both in terms of income and in terms of tax reductions.

The National Welfare System and the policies for the elderly, young couples, and the handicapped are supplemented by the "Network Against Poverty and Exclusion".

1.4 Equal opportunities for women

We have concentrated our efforts on ensuring the possibility of an equal contribution of women to society and economy. From as early as 1983, Greece has had one of the most modern and progressive legislations on matters of equality in the family and labour fields.

The policy for equality is not limited to eliminating legal gender-based obstacles. It is steadily oriented towards the transition from equal rights to actual equality of opportunities and material facilities.

The goal is not simply a compromise but a "balancing between working and family life", a creative, equivalent and balanced apportionment of working people' s time between work, training, and family. The policy means used to attain that goal are:

- Limitation of the barriers to women' s access to educational systems and to the labour market by creating and improving social services and supporting structures.

As a record of structures already operating, we can mention the setting up of structures for children' s care and creative occupation (222 units) and of social care centres (160 units), homes for the elderly, all-day schools, strengthening of voluntary forms of service provision, which are associated with balancing of family responsibilities.

- Flexibility in the labour market and new forms of labour (flexible working hours, part-time work, tele-work) allowing for a better distribution of responsibilities and requirements, but seeing to that flexibility does not turn against women, condemning them to "secondary" jobs.

- The equality dimension is incorporated in all projects and activities aiming at fighting women' s unemployment and promoting women' s employment. More specifically:
- Women participate in the training-employment projects up to the quota corresponding to women' s unemployment percentage.
- Special policies are being pursued and reinforced to the end of reducing barriers that discourage or exclude women from opportunities of professional advancement (especially working women in positions or sectors of low prestige, low pay and insufficient insurance coverage).
- Measures in favour of "Women' s Entrepreunership" are broadened and strengthened so that an increasing number of women may be assisted in starting and developing an independent activity, through eliminating the obstacles, which they are often confronted with, when trying to secure initial capital and credit arrangements.
- Education and training of women in future-oriented occupations as well as in developments of the Information Society are being promoted, so as to prevent women from becoming the information pariahs of the new age.

The changes and reforms required and planned, the objective of "development of human resources and equal opportunities", need the active support of citizents. The "Trust Pact towars 2000" was the first joint approach to problems, together with employer/employee organisations, which laid the basis of a joint effort. For this reason, both the state and the social partners participate in:

- All procedures of planning and implementing National Action Programmes for Employment.
- All organisations implementing our human resources policy.
- Procedures of planning and evaluating Business Plans.

All these activities undoubtedly strengthen the great effort undertaken by the European Union towards the "Trust Pact for Employment", in which the development of human resources and the equal opportunities policy occupy a predominant position.

In the context of these political strategies for the development of human resources and for the building of real equality, Greece is implementing a series of measures and equality policies at both the legislative and institutional levels.

The fields of intervention for equality are listed in detail in Part B of the present Report of Greece to the Committee for the Elimination of All Forms of Discrimination Against Women (CEDAW).

Part B

ARTICLE 1

PROJECT FOR SOCIAL INTEGRATION OF MUSLIM WOMEN AND CHILDREN IN THE AREA OF METAXOURGIO

The project began in 1998 and is implemented under the supervision of the General Secretariat for Equality by the Research Centre on Equality Issues (KETHI), the Centre of Further Pedagogical and Artistic Education "SKHEDIA" and the "Social and Educational Action". Its aim is to improve the living standard of muslim women in the area of Metaxourgio (a neighbourhood of Athens), who are 99% illiterate and their socioeconomic level is below the poverty limit.

It includes research with a view to recording the needs of these families, existing children's occupation and education structures, their learning requirements and suitable psychopedagogical methods and the existing legal and institutional framework concerning this particular population.

Project actions include:

- A programme of support and encouragement of these women by a specialised staff (social worker, psychologist, legal adviser, health visitor).
- A programme for literacy of the women including both exercises in oral and written speech and training in matters of everyday hygiene and body care.
- Setting up of an educational sawing workshop aimed at vocational guidance of these women towards production and trade of clothing or textile-based needlework in which they have expressed an interest.
- A programme for creative occupation of children attended by both pre-school children and 6- year-olds who did not have an opportunity to attend school before. It aims at the development of mechanical, cognitive and social skills of the children with emphasis on learning the Greek language.
- A programme of assisted school attendance to prevent their dropping out.

In the framework of the project, seminars are organised in respect of innovative educational methods, which are also attended by school teachers of the area.

ARTICLES 2 & 3

LEGISLATIVE PROVISIONS FOR THE ELIMINATION OF DISCRIMINATIONS AGAINST WOMEN IN ALL SECTORS OF POLITICAL, SOCIAL AND ECONOMIC LIFE

A. GENERAL EVALUATION OF THE EXISTING LEGAL FRAMEWORK FOR GENDER EQUALITY

The legal framework at present prevailing in Greece in connection with gender equality and elimination of all forms of discrimination against women was established through the Constitution of 1975, which stipulated that Greek men and Greek women are equal before the law and have equal rights and obligations.

Based on this constitutional principle, important laws have been passed from 1981 to date, concerning family, education, equality in labour relations and social security. These laws, which were passed in the process of adaptation of the Greek legislation to international conventions and community directives, brought about considerable improvement in women's position in the Greek society. The undertaking of ancillary measures contributed to a satisfactory degree to that improvement.

In the three previous Reports submitted by Greece to the relevant UNO Commission for the Elimination of all forms of Discrimination against Women (years 1981 -1994), an integrated legal framework was described, which established the principle of gender equality and of equal opportunities in the political, social, and economic sectors in this country.

The Report now being submitted for the years 1995 - 2000 in matters of legislation refers to provisions which cover legislation gaps, when such gaps existed, or to improvements of legal provisions, when such improvements were judged necessary. As regards the Greek courts of justice and the majority of their decisions, they prove that judicial protection is administered in accordance with the precepts of national legislation and community law about gender equality.

By way of example, we refer to the decisions No 1917/1998 and 1933/1996 of the plenum of the Council of State (supreme administrative court of justice). The former found that the 10% share of women to be admitted to Policemen's and Police Officers' Schools of the Greek Police in the year 1995 instituted restrictions contrary to the principle of gender equality stipulated in the Constitution (art. 4, par. 1 & 2). The latter judged that the provision of art. 29, law 2085/92 stipulating compulsory participation of at least one woman in the Departmental Boards of public agencies, providing the woman concerned had the required qualifications, was not contrary but in compliance with art. 4 of the Constitution, dictated by the necessity to take positive measures in favour of women to correct a de facto existing unequal situation against them. This provision had already been abolished by Law 2190/94, art. 10, par. 10.

B. REVISION OF THE CONSTITUTION

Within its authority to proceed to revisions of the Constitution, the Greek Parliament held two votes (20.5.1998 and 24.6.1998) whereby it decided unanimously to revise art. 116 par. 2 in accordance with a proposal submitted by 58 MPs.

This proposal, which coincides with the proposal of women's organisations, runs as follows: " When gender equality was enacted by art. 4 par. 2 of the Constitution in 1975, a transitional period for adaptation of the legislation until 31.12.1982 (para 1) was stipulated at the same time in art. 116, while a provision was included in par. 2 whereby "deviations" from the principle of equality were permitted "for grave reasons specially stipulated by law". These deviations were supposedly permitted in order to act in favour of women, but in reality often acted against them despite restrictive interventions by the courts. At any rate, now that equality is guaranteed by the Constitution and the legislation and there exist obligations arising from International Conventions (UNO, Council of Europe, E.U.), the admission of "deviations" from the principle of equality is not conceivable, but, on the contrary, positive measures must be taken to promote gender equality.

Therefore, it is imperative to revise art. 116 par. 2 in such a way as to eliminate any "deviations" and provide only for the possibility of taking positive measures to the extent necessary for the actual implementation of the principle of equality. It goes without saying that maternity protection measures do not constitute sex-based discrimination".

Furthermore, apart from art 116, par. 2, a revision of par. 1, art. 31 was unanimously proposed so that Greek nationality originating from the mother might be an eligibility qualification of the President of the Republic.

C. NEW LEGISLATIVE PROVISIONS FOR GENDER EQUALITY BY SECTORS

Employment - vocational training

The Greek government realises that unemployment is one of the major problems not only for the young first entering the labour market but also for other citizen groups, such as women. Changes in the economic field, new technologies reducing the number of jobs and the new forms of labour relations, have brought about a new situation in seeking work, which for many is a difficult enterprise.

Law 2434/96 on "Measures for employment and vocational education and training" contributes to this endeavour with a series of measures, including:

- opening of a special account for employment and vocational training
- issue of an employment card by the Manpower Organisation (OAED) as the National Employment Agency
- development at OAED of an integrated EDP system for supply and demand for jobs
- consolidation of unemployment benefits with training-employment benefits
- association of training and employment projects
- subsidisation of employment promotion projects in private companies
- promotion of measures for the acquisition of work experience by young graduates and seasonal employment of long-term unemployed persons

- training of workers at large construction projects
- provision for sickness benefits in kind to elderly persons who were unemployed for a long period
- subsidisation of employers to cover non-salary cost of labour
- implementation of measures to facilitate mobility of the unemployed
- establishment of regional employment observatories
- operation of information agencies for unemployed persons following agreements with OAED, local administration authorities, chambers of industry and home industry and employers' and workers' unions
- provision for medical and pharmaceutical care for unemployed persons up to the age of 29

Law 2470/1997 on "Reformation of the salary scale of public sector employees (central government, public corporations, local administration)" to assist families of employees, provides for a monthly family allowance to be paid not only to married employees but also to widowed, separated, divorced and unmarried parents, provided they are legally entrusted with custody of the children and live in the same house with them.

This provision regulated the pending issue of a marriage allowance to unmarried, widowed and divorced parents employed in the public sector. (for the private sector, payment of this allowance is provided for by law 1849/1989).

The Presidential Decree 176/1997 on "Measures for the improvement of safety and health at work of pregnant, post-partum, and nursing workers in compliance with directive 92/85/EEC, includes, among others, the following provisions:

- For every activity which may entail a specific risk of exposure of pregnant, post-partum, and nursing workers, the employer shall make available to them a written assessment of risks occurring at work. This assessment shall specify the nature, degree and duration of exposure of women workers, to enable evaluation of all risks to their safety and health as well as any implications for their pregnancy or nursing in the particular case. Women who may find themselves in such a situation as well as workers' representatives shall be informed of the results of such evaluation. Pregnant, post-partum and nursing workers cannot be obliged to carry out activities for which the evaluation has shown that it may entail a risk for their safety and health. This eventuality shall be met with a permanent or temporary adjustment of working conditions or/and working time, with a change of position of the worker or her being excused from work.
- For the whole duration of pregnany and for one year after delivery, women working full or part-time at night, shall be transferred to an equivalent daytime position, if they submit a medical certificate attesting to the need for taking this measure for reasons connected with their safety and health. In case such transfer is technically or/and objectively impossible, they shall be excused from work.
- Pregnant workers shall be excused from work without curtailment of their remuneration in order to undergo prenatal tests, if such tests must be performed during their working time.

Law 2525/95 "Comprehensive lyceum, access of graduates to tertiary education, evaluation of educational performance and other provisions" , to help workers having family obligations, introduced the operation of all-day kindergarten and all-day primary school. Apart from its educational aims, this provision liberates the working mother from the obligation to interrupt her work prematurely in order to collect her young children, and it also enables the non-working mother to work.

Law 2639/1998 "Regulation of labour relations, establishment of a labour inspectorate and other provisions" attempts to re-regulate significant issues of labour law, such as working time, informal forms of work, distinction between dependent and independent work etc.

As women frequently opt - not always because they so desire but under the combined pressure of their family and working obligations - for part-time or special forms of employment, a more detailed reference to this law is necessary.

- Article 1 of the law introduces a negative presumption of non-dependent work for persons rendering independent services or work as self-employed workers and particularly as piece workers or as tele-workers or as persons employed at home. The presumption that no dependent labour relationship is clandestinely involved holds as long as the agreement has been put in writing and has been notified to the Labour Inspectorate within 15 days. This presumption is rebattable. Finally, this provision does not affect insurance with the Social Security Organisation IKA of persons working outside the premises of the employer (domestic workers, tele-workers etc) by virtue of art. 22 of law 1902/90.
- Article 2 replaces article 38 of law 1892/90 re part-time work in order to establish a uniform legal framework for the operation of part-time work in this country. In addition, it covers some gaps in the existing legislation and codifies provisions contained in a fragmentary way in laws or collective agreements.
- By virtue of the same law, the Labour Inspectorates are again placed under the Ministry of Labour and a Body of Labour Inspectors is set up, which will control implementation of labour legislation. Their return to their former position and reorganisation into a uniform body under central control was considered necessary because their placement under the prefectural administration by law 2218/94 contributed to their inactivation and interfered with their operation.
- Also, article 52 of the same law extends the duration of parental leave for raising a child, which had been introduced by law 1483/1984: a parent who has completed a year of work with the same employer is entitled to a parental leave for raising a child in the period from the end of the maternity leave until the child is three-and-a-haf years old. This is an unpaid leave and its duration may extend up to three and a half months for each parent employed in the public or the private sector. Termination of the work contract because of the exercise of the right to a parental leave for raising a child is invalid.

Law 2643/1998 "Care for the employment of persons coming under special categories and other provisions", the unmarried parent of three under-age children is included in the categories of protected persons.

Law 2683/1999 «Ratification of the code of public civil administrative employees and employees of public corporations and other provisions" provides a.o. that:

- Pregnant women employees are entitled to fully paid maternity leave two months before and three months after delivery
- Pregnant women employees in need of special treatment at the end of a paid sick leave are entitled to a regular paid pregnancy leave on presentation of a certificate of the attendant physician and the director of a gynecological or obstetric clinic or department of a public nursing establishment
- Employees who adopt a child are entitled to a fully paid 3-month leave within the first six-month period from the completion of the adoption procedures if the adopted child is no older than 6 years of age
- Employees are entitled to 5 working days' paid leave in case of marriage and 3 working days in case of death of the spouse or a relative up to the 2nd degree
- Employees suffering, or having children who suffer, from an illness that requires regular blood transfusions or needs periodic treatment, are entitled to a special paid leave of up to 22 working days annually
- Employees may be granted unpaid leave of up to 2 years at their request and with a concurring opinion by the Departmental Board, for serious private reasons. This leave is granted obligatorily without an opinion by the Departmental Board, when raising of an up to 6-year old child is involved.
- An employee whose spouse serves abroad at a Greek government service, at a public corporation or other public agency or at a service or agency of the Auropean Union or at an international organisation of which Greece a member, is entitled to up to 6 months unpaid leave to be taken at one time or in portions, provided a two-year period of actual work has been completed
- For employees who are mothers, working time is reduced by 2 hours daily as long as they have children of up to 2 years of age, and by 1 hour as long as they have children from 2 to 4 years of age. A mother employee is entitled to 9 months paid leave for raising a child if she does not make use of the reduced working time of the preceding paragraph.
- Services are obligated to accommodate employees with children attending primary or secondary schools so that they can visit their children's schools to be kept informed of their sholastic performance
- A decision by the Minister of the Interior, Public Administration and Decentralisation shall specify modalities of implementation of the preceding provision and determine the max. number of days of absence.

By virtue of the General National Collective Working Agreement for the years 2000 and 2001:

- An additional week of leave is granted to workers after delivery (post-partun benefit). The total duration of maternity leave is thus amended to 17 weeks.The remaining provisions of this article of the General National Collective Agreement of 1993 remain unchanged
- The right to interrupted work, late arrival or early departure of the mother or, alter-

natively, of the father for the care of children according to article 9 of the General National Collective Agreement of 1993, also devolves on the step parents of children up to 6 years of age.

- The marriage leave of article 6 of the GNCA of 1993 is prolonged to 6 working days for persons working 6 days a week and remains 5 days for those working 5-day weeks. In case of the birth of a child, the father is entitled to 2 days paid leave
- The leave of article 7 of law 1483/84 in case of illness of dependent children is set at 12 working days per year if the worker has three children or more
- Contracting employers' organisations are held to point out to their members the obligations arising for companies from the legislative framework in connection with personal matters for purposes of protection of the personalities of workers
- Natural persons providing independent work should enjoy equal or corresponding treatment as other workers if this is imposed by their working conditions. Equality of treatment is due especially in matters of health and safety, protection against any form of discrimination at work on the basis of sex, nationality or race, convictions, minimum employment age, maternity protection, access to education or further education, respect of their freedom to collective organisation and action, facilitation of their access to national insurance and educational systems
- The contracting parties agree that every possible effort should be made to ensure respect in practice of the racial, national, religious or cultural particularity of each worker and facilitate their adaptation to the working environment.

Social security - Welfare

In the matter of pensions to widows or widowers upon the death of the spouse who was a public employee or retired employee, the same conditions apply now to both sexes by decision of the plenum of the Court of Auditors (No 1273/1996).

Law 2646/1998 on "Organisation and operation of the National Social Care System", by providing protection to individuals or groups by means of prevention and rehabilitation programmes, aims in the first place at supporting the family.

The above programmes aim at creating conditions of equal participation of persons in the economic and social life and at ensuring them of a decent living standard.

Further, this law stresses in its general principles that:

- the provision of social care is the responsibility of the state
- every person residing permanently in the Greek territory and is in need, is entitled to social care by the agencies of the National System
- Social care services are provided without any discrimination, depending on the particular personal, family, economic and social needs of the individuals, within the framework of a uniform and decentralised National Social Care System.
- Services are provided to the National Social Care System by public agencies and non-profit private agencies which may be of a voluntary nature.

The coordination and balanced provision of social care services is assured by means of national projects in the following sectors:

A. Family, Child and Youth
B. The elderly
C. Handicapped persons
D. Vulnerable population groups and groups in a state of emergency.

Finally, the services provided by the agencies of the National System are divided into:

a. Primary Social Care whose object is to provide open care services and whose aim is to anticipate needs and to ensure prompt recognition of problems of socio-economic exclusion. These services are provided mainly within the framework of first degree local administration.

b. Secondary Social Care whose object is to provide hospitality or closed care and whose aim is to cure and restore any physical or mental illness or disability and to prevent and restore the consequences of socio-economic exclusion. These services are provided mainly at the level of the Regions and the prefectural administration.

c. Tertiary Social Care whose object is to provide open and closed social care services requiring a high degree of specialisation or technology. These services are provided mainly at the levels of the Central Government and the Regions.

Law 2676/99 (article 62) awarded a widow's / widower's pension on equal terms to the surviving spouse.

The main advantages of this new pension system reside on the following points:

- It abolishes any existing gender-based differentiation in pensions provided by all insurance agencies coming under the jurisdiction of the Ministry of Labour and Social Security to the surviving spouse
- It is applicable to survivors of both old and new insured persons dying after 4.1.1999
- It restores pension rights to the husband of an insured woman deceased before entry into force of the law
- It does not affect any pension rights accrued prior to the law
- It ensures the family income for a considerable period following the death, by providing a death pension to the surviving spouse for 3 years
- It ensures a lifelong pension right to the surviving spouse who is an invalid, or a pensioner of OGA or a war pensioner of the state or a pensioner as a victim of a terrorist act
- It takes care to ensure that, in case the survivor's pension is suspended at the end of the three-year period or the amount of the pension is reduced as a result of the survivor's receiving an own pension or working, the family income remains intact if there are dependent children.

Health

The Presidential Decree 176/97, promulgated in compliance with directive 92/85/EEC, regulates matters concerning improvement of the safety and health at work of pregnant, post-partum, and nursing workers (see for more detail under the heading: employment - vocational training).

Law 2519/95 "Development and modernisation of the National Health System - Organisation of health services - Arrangements concerning Drugs and other provisions" revises the operation of Health Centers, places priority on prevention and upgrades primary health care by networking. This means a more rational utilisation of the primary care units of the National Health System, of the insurance organisations and funds, of the local administration agencies and other entities of the public sector, which are now organised into primary health care networks and are operationally and scientifically linked with hospitals of the National Health System, and serve the three-fold aim of prevention - treatment - rehabilitation.

Prostitution

Law 2676/1999 provides for compulsory insurance coverage of women working as prostitutes.

Law 2734/1999 on "Persons working as prostitutes and other provisions" and article 12 of law 2839/2000 "Amendment of law 2734/1999" specifies the terms and conditions, limitations and prohibitions of exercising the activity concerned, regulates medical control measures to which prostitutes are obliged to submit and introduces criminal and administrative sanctions aimed at a more efficient control of such persons.

Education

Law 2621/98 stipulates that, by joint decision of the Minister of the Interior, Public Administration and Decentralisation and the Minister of National Education and Religion, a school of parents shall be established upon a proposal by the association of parents or the federation of parents' associations, or the local administration authority or the prefectural administration. The same decision shall determine the conditions as well as the organisation and operation procedures of such schools

Law 2817/2000 stipulates that health education subjects are part of the syllabus and curriculum of primary and secondary schools. Health education subjects are included in the following thematic units:

- Prevention of use of addictive substances
- Mental health - interpersonal relations
- Road traffic education - accidents
- Sex education - inter-sexual relations
- Cardiovascular diseases - physical exercise
- Oral hygiene
- Nutrition - dietary habits

Correctional treatment of women

The new Correctional Code (Law 2776/99) in force since 24.12.1999, like the previous one (Law 1851/1989) it imposes full equality on the treatment of detained men and women without any discrimination whatsoever.

Specifically:

- Any unfavourable discriminatory treatment of detainees, especially such as is based on race, colour, national or social origin, religion, property, or ideological convictions, is forbidden. Special treatment of detainees may be admitted when warranted by their legal or factual status, such as persons awaiting trial or convicted, married or single, minor or adult, women or men, persons with special needs or on account of religious or other convictions, as long as such special treatment is in favour of the detainee and is intended to meet the special needs arising from his or her special condition.
- Women live in women's detention facilities or in special sections of other facilities. In the latter case, their communication with detainees of other categories is forbidden.
- In the facilities or in the particular sections for detention of women, the living rules and programmes shall be adjusted to the requirements of their gender.
- A special area in the detention facility or section shall be appropriately arranged for the accommodation of detained mothers who have with them their children of up to 3 years of age. Children over three years of age shall be admitted to child care institutions operating under the supervision of the Ministry of Health and Welfare and the Ministry of Labour and Social Insurance, if no suitable family environment is available in the judgment of a competent magistrate, and after the parents have been heard.
- Mothers having their infants with them shall always be detained in individual cells of at least 40 m3, arranged in an appropriate manner.
- During the admission procedure into the detention facility, the detainee to be admitted is subjected to a body search and search of personal items, which is carried out in a private area and in such a way as not to offend dignity. The search is performed by at least two employees of the same sex as the detainee.
- In women's detention facilities a gynecologist must be on the staff.

According to data of the Ministry of Justice (Directorate General of Correctional Policy, Directorate of Adult Correctional Treatment), the total number of women detainees today is 360 women in the Closed Central Prison of Korydallos, and approximately 40 in Women's Sections of other prisons, i.e. abt. 400 women detainees in all. The current number of working places is 184. At Korydallos prison, a total of 8 educational and vocational training programmes have been implemented so far, for 130 women on the following subjects: Introduction to electronic computers, making of costume and jewelry, decoration-esthetics, bakery and confectionery, office automation, hand-made jewels.

POPULAR DEFENSE

Under law 2641/1998, Popular Defense (PAM) is the active participation in national security of all Greek men and women capable of providing such service, who do not belong to the Armed Forces.

Participation in PAM is compulsory for women 18 to 60 years of age with the exception of those serving in the Armed Forces and in the Security Services. Voluntary participation is open to women over 60.

Exempt from compulsory participation are a) pregnant women, mothers of children up to 12 years of age, and mothers of large families, b) women taking care of handicapped persons, ill persons and elderly persons over 70 years of age etc., who are unable to take care of themselves.

The duration of theoretical training does not exceed 4 days a year. Theoretical training and practical exercise in the use of weapons is compulsory for all persons participating in PAM, both men and women, but in the case of women, such exercise is of an auxiliary character.

Rural sector

As from 1.1.98, a branch of main insurance introduced by law 2458/97 (see article 14 for details) has been in operation within OGA.

Cooperatives

Recently, Law 2810/2000, concerning "Agricultural Cooperatives" has been passed (for details see article 14).

Immigration

In the context of an integrated and coordinated policy along the main axes of monitoring immigration flows and drafting a plan for integration of a number of immigrants meeting certain criteria, Greece has begun an effort to register immigrants who reside and work illegally in the country. The relevant legislative measures constitute a first step towards confronting the problems arising from illegal employment both for the immigrants themselves and for the Greek society.

Article 16 of law 2434/1996 on "Policy measures for employment and vocational training and other provisions" provides for the promulgation of a Presidential Decree concerning the procedure, and setting criteria for legal residence and employment of aliens in Greece.

The Presidential Decrees 358 and 359 of 1997 were issued. The purpose of the former is to register aliens residing illegally in Greece and are either employed or looking for employment, and to put in motion a procedure leading to their legalisation under certain circumstances.

The purpose of the second Presidential Decree is to meet the problem of illegal economic immigration by defining the procedure and the terms and conditions of issuing the Limited Duration Residence Card to aliens from third countries.

Sports

Law 2725/99 provides that in sport federations dealing with sports or athletic branches in which athletes of both sexes take part, a percentage at least equal to 20% of the number elected to the Managing Board shall be filled by candidates of one of the two sexes, provided that the number of candidates of each sex is at least twice the minimum number of those elected under the 20% requirement.

Setting up of an interministerial committee for gender equality

By decision of the prime minister No Y 316/14-7-00 (Official Gazette 870/17-7-00 section B), an interministerial committee for gender equality was set up.

The tasks of the committee are:

1. Taking the necessary decisions to promote the national policy for gender equality along the guidelines of the European Union, aiming at mainstreaming.

2. Coordination of the various agencies of the public sector in developing policies and actions for women at the central, regional, and local level.

3. Supporting ministries and public sector agencies in planning legislative initiatives and in implementing measures specifically concerning women.

4. Preparing and drafting the Annual Action Programme for Equality aiming at the development of an integrated policy in the framework of the 3rd Community Support Programme, and monitoring implementation of actions and measures of the above mentioned programme.

5. Supervising, monitoring and qualitative and quantitative evaluation of policies implemented

6. Publicising decisions on matters of gender equality.

Balanced participation of the sexes in decision making

Following a proposal of the General Secretariat for Equality to the competent minister, a legislative provision was voted by the Greek Parliament to the end of ensuring balanced participation of men and women in decision making procedures in the public administration, in entities of the public sector, entities of the private sector, as well as in first and second degree local administration agencies.

In this connection, articles 6 of law 2839/2000 stipulates that:

a. In every Departmental Board of state organisations, of entities of the public sector and of local administration agencies, the number of members of each sex nominated by the Administration shall be equal to at least 1/3 of those nominated in accordance with the provisions in force, provided there are serving in the agency involved a sufficient number of employees meeting the legal requirements for nomination and provided the members nominated are more than one. Decimals, if any, are rounded up to the next integral unit if the fraction is equal to half a unit or more.

b. In cases of appointment or recommendation by the public administration to entities of the public sector or local administration agencies of members of the board or of other collective managing bodies of entities of the public sector or of local administration agencies, the number of appointed or recommended persons of each sex shall correspond to at least 1/3 of those appointed or recommended in accordance with the provisions in force, as long as the members appointed or recommended are more than one. Decimals, if any, are rounded up to the next integral unit if the fraction is equal to half a unit or more.

The provisions of cases **a.** and **b.** are applicable to service Departmental Boards, management boards and to collective managing bodies constituted after the entry of this law into force (see art. 7 for details).

Constitution of Regional Equality Committees

Following a proposal by the General Secretariat for Equality, article 6, par. 2 of law 2839/2000 stipulated the operation of Regional Equality Committees to the end of improving their effectiveness (see article 4 for details).

D. INTERNATIONAL CONVENTIONS

Greece is one of the first 22 member-states of the United Nations Organisation which signed the Optional Protocol of the International UNO Convention "For combating all forms of discrimination against women" (CEDAW) on December 10, 1999.

In accordance with the Constitution of this country, the ratification procedure by the Greek Parliament follows upon signature.

Like all International Agreements on Human Rights, the Protocol reaffirms:

a. Faith in fundamental human rights, in the dignity and worth of the individual as well as in the equal rights of men and women and

b. Prohibition of any gender-based discrimination.

But, furthermore:

It safeguards full and equal enjoyment by women of all human rights and fundamental freedoms, and sets up a commission which will examine individual or team reports of violations of any of the rights named in the Convention for "Combating Discriminations against Women".

The Protocol belongs to the so-called second generation International Conventions in the field of Human Rights protection, i.e. Conventions which advance to substantial measures for monitoring the protection principles already enacted.

In practice, this is achieved by conceding control powers to the Special Body set up by the Protocol, such powers not being limited to the examination of the periodic reports of the member-states, but including investigation of individual or collective complaints submitted by citizens.

Sources:

1. *Ministry of the Interior, Public Administration and Decentralisation*
2. *Ministry of National Defense*
3. *Ministry of Public Order*
4. *Ministry of Foreign Affairs*
5. *Ministry of National Education and Religion*
6. *Ministry of Labour and Social Insurance*
7. *Ministry of Health and Welfare*
8. *Ministry of Justice*
9. *Ministry of Culture*
10. *Council of State*
11. *Court of Auditors*
12. *Association for the Rights of Women*
13. *Opinion of OKE (Nos 8, 9, 15, 16 etc.)*
14. *General Confederation of Greek Workers*
15. *Farmers' Insurance Organisation*
16. *National Action Plan for Employment -1999*
17. *Niki Kaltsoya - Tournaviti "UNDER-REPRESENTATION OF WOMEN AND DEMOCRACY". The constitutionality of positive measures to strengthen the role of women in public life" Constitution - Administration - Politics - ed. Ant. S. Sakkoulas, 1997*
18. *Marangopoulos Institution for Human Rights "EQUALITY AND DEVELOPMENT. The fifty-year-long contribution of UNO in the course of its evolution" ed. Ant. N. Sakkoulas, 1998*
19. *Greek Parliament, "Report of the Commission for Revision of the Constitution", 1998*
20. *Ministry of Foreign Affairs "National Commission for the celebration of the 50th anniversary of the ecumenical declaration of human rights. Special committee on Institutional Proposals - Proposals", ed. Ant. N. Sakkoulas, Athens, 1999.*

ARTICLE 4

MECHANISMS FOR PROMOTING EQUALITY

Achieving gender equality is a difficult target since it involves changing established concepts and old mentality. This effort is supported by the State as can be seen from a number of affirmative measures taken for women as well as from measures planned for the future. These projects are mentioned both in the Introduction and in the individual articles of the Report.

For the coming years, the Action Plan includes legislative initiatives and measures, institutional interventions and creation of support infrastructures and mechanisms as well as conducting a series of investigations and studies aiming at a recording of the present situation and formulating proposals and flexible solutions in matters concerning equality of opportunities.

Also planned are awareness and information actions as well as special editions, congresses, a series of seminars, one-day meetings and further education programmes to increase the awareness of teachers, judges, elected members of First and Second Degree Local Administration Boards, police personnel etc. In the context of the 2nd Community Support Framework, a top priority issue is to show women as a target group in respect of proposed measures in operational programmes at the national and regional level. Finally, in the context of the NOW initiative, a series of actions have been planned to fight the unemployment affecting women.

GENERAL SECRETARIAT FOR EQUALITY

As mentioned earlier in previous reports, the General Secretariat for Equality, established by law 1558/85, continues to be the competent government agency for the implementation of programmes promoting gender equality and forms part of the Ministry of the Interior, Public Administration and Decentralisation.

The General Secretariat for Gender Equality is responsible for promoting and implementing legal and actual gender equality in all sectors (political, social, cultural, economic).

This purpose is pursued on the one hand:

a. by incorporating the principle of gender equality in all national political actions

b. by developing specialised interventions (positive action measures) to the end of eliminating inequalities and ensuring Equal Opportunities between men and women.

And is implemented on the other hand by:

a. compiling studies and conducting research in order to determine general options and frameworks in which competent agencies apply government policy for the gender equality.

b. preparing and implementing integrated interventions including need detection actions, studies-investigations for designing and implementing actions, monitoring and evaluation as well as organisation of activities for dissemination and sensitisation, such as of events, further education, seminars, one-day meetings, congresses etc.

c. subsidising and providing any kind of support and encouragement of women's initiatives in all sectors of human activity and, in particular, any activity connected with the organisation of methods for the advancement of female human resources in developing collective action and other forms of joint effort.

d. promoting, supporting and rewarding by any available means any artistic, spiritual and entrepreneurial move connected with gender equality.

e. cooperating with other competent government agencies and participating in the study and drafting of legislative measures and other regulatory arrangements aimed at the realisation of gender equality in all fields of expression of the human personality.

f. study and presentation of proposals concerning matters of equality to all competent ministers to encourage legislative initiatives under which the General Secretariat for Equality is invited to participate in drafting bills of law by other ministries touching upon matters of its responsibility, and in that context, proposes measures and amendments conducive to the achievement of its purposes.

g. compiling studies and conducting research aimed at furthering institutional and social measures ensuring equal opportunities for advancement of men and women in such sectors as employment.

h. promotion at work, education, training, social policy, economic development and decision-making centers.

RESEARCH CENTRE ON EQUALITY MATTERS (KETHI)

The Research Centre on Equality Matters (KETHI), a legal entity of the private sector, was established in 1994, it has its headquarters in Athens and subsidiaries in Thessaloniki, Patra, Volos and Iraklio, and operates under the supervision of the General Secretariat for Equality of the Ministry of the Interior, Public Administration and Decentralisation.

The basic axis of activities developed by KETHI is:

- promotion of women in all sectors of political, economic and social life within the framework of policy set by the General Secretariat for Equality.

KETHI aims at:

- carrying out research and scientific studies connected with gender equality
- establishing and running experimental facilities to support and promote women
- documentation and providing information on matters of gender equality in employment

- supporting women in gaining access to the labour market
- supporting women who are subject to abuse, marginalisation and social exclusion
- providing education and further education of individuals, agencies, groups and organisations in matters of gender equality
- undertaking initiatives for the promotion of gender equality, especially in cultural matters
- drafting, implementing, monitoring, and evaluating projects promoting equality targets
- providing information on matters of gender equality by means of editions, publications of research studies and other information material as well as by the production of audiovisual material.

Operating within KETHI is:

An information centre for women consisting of:

1. a Unit of information or advisory support of women about employment
2. a Unit of information or advisory support of women about social integration, and
3. a Unit of documentation about gender equality.

KETHI develops activities in:

- further education and awareness of teachers in matters of
- gender equality in education
- supporting the operation of Centres for Creative Occupation of Children
- networking of support structures for women's employment in Greece and in the European Union.
- information about equality policy in two-way updating of information on matters of equality with international organisations by means of lectures, one-day meetings, congresses, a web site on Internet and publication of studies and research.

PREFECTURAL EQUALITY COMMITTEES AND EQUALITY SECTIONS AT PREFECTURE LEVELS

- Law 2026/1992, article 4, abolished the Prefectural Equality Committees
- Under law 2218/94 "re: Establishment of Prefectural Local Government" the equality sections and the Prefectural Equality Committees now report exclusively to each Prefecture.

Already, at many prefectural government departments, equality sections and Prefectural Equality Committees with many-fold actions and interventions in all sectors of social and cultural life have been established and are operating.

Regional Equality Committees

In the framework of the creation of political equality institutions at the regional level, the General Secretariat for Equality proposed the enactment of Regional Equality Committees to ensure their fuller and more substantial operation (law 2839/2000, article 6, par. 2).

This project provides that:

In each Region, a Regional Equality Committee is established by decision of the Secretary General, which is composed of:

a. the Secretary General of the Region as president
b. two representatives of the General Secretariat for Equality of the Ministry of the Interior, Public Administration and Decentralisation
c. One representative of the Union of Prefectural Government Organisations (ENAE) of Greece and
d. One representative of the Central Union of Municipalities and Communes of Greece (KEDKE).

The representatives of the General Secretariat for Equality and the members nominated by the Union of Prefectural Government Organisations of Greece (ENAE) and the Central Union of Municipalities and Communes of Greece (KEDKE) are appointed with their deputies for a 2-year term.

The purpose of the Prefectural Equality Committees is:

- To implement an effective policy for equality of opportunities between women and men, which requires substantial cooperation and participation of all local and regional resources.
- To promote the principle of equality, which requires a strategy of communication, information and awareness of all local social agencies in the region.

Non Governmental Organisations (NGO)

As mentioned in our previous reports, there are more than 70 non-governmental women's organisations in Greece, which are concerned with the promotion of gender equality.

The largest of these organisations have annexes in several regions of the country and deal with the particular problems of women in their region.

These women's organisations offer a decisive contribution to elevating the status of women as members of the family, of society and of the country by organising seminars, events, congresses and a broad editing activity.

Within the framework of its responsibilities, the General Secretariat for Equality cooperates with them and supports their work using every suitable means both at the central and at the regional level.

ARTICLE 5

A. ELIMINATION OF STEREOTYPES FOR WOMEN IN MODERN SOCIETY

1. THE ROLE OF MASS MEDIA

The mass media in modern Greek society are basic senders of social messages and pedagogical stimuli. The lack of sufficient free time imposed by the contemporary style of living has contributed to making television mainly but also the radio, entertainment and information sources. Hence, mass media play a decisive role in forming public awareness.

The political priorities of the National Action Programme of the General Secretariat for Equality include the image of Greek women as projected by the MM as well as the professional relationships of women journalists. The intervention of the state in the legislative or institutional action framework is not sufficient to correctly shape social awareness, the perception and behaviour of each person who is also influenced by the traditional mentality. More effort and time is needed to change the prejudices and concepts of a patriarchal society, which had placed woman in an inferior position for centuries.

The change cannot be brought about mechanically or simply by the enactment of a law. Interventions are needed at all stages of education and it is necessary to cultivate woman's identity. Today in Greece women use the maximum of their abilities to their advantage, hold most significant and highly complex roles and enjoy their privileges at all stages of public life.

The social model of Greek women has changed satisfactorily and their dynamism and decisiveness is clear. But they have to bear the obligations of the contemporary style of living, which conflicts with traditional mentality and the social stereotypes still influencing the mechanisms of family and society and imposing unequal roles on the two sexes. So the image of the Greek woman projected by MM often reflects the problem of social inequality and reproduces it through publicity films and entertainment programmes.

In the entire world, today we witness a commercialisation of the female image aimed at increasing the sales of consumer goods.

Recognising the decisive role of MM, the General Secretariat for Equality cooperates with ministries and other agencies in an effort to effectively handle these phenomena, to protect human dignity and to prevent the projection of models which do not reflect the real condition of a modern Greek woman. As regards the basic legislation, which governs advertising and other programmes by MM in connection with the protection of women, the following law is in force:

- Law 2328/95 in conjunction with the Presidential Decree 100/2000, through which the radio and television legislation of our country was harmonised with the provisions of the Directive 97/36/EC on "Television without Frontiers" (amending the provisions of Directive 89/552/EEC as replaced by articles 5 par. 6 of Presidential Decree 100/2000) constitutes now the fundamental framework for the operation of radio and television. Law 2328/1995, article 3, par. 3 stipulates, in connection with the "principles of programmes and advertisements", that TV advertisements shall not introduce discriminations based on race, gender, religion, or nationality. Also according to article 3, par. 14 of the same law (as replaced by article 8, par. 5 of Presidential Decree 100/2000), television organisations shall not broadcast programmes inciting the development of hate relationships among citizens on account of differences in race, religion, nationality or gender. (NB: Law 1730/87 i.e. the law establishing the organisation of Greek Radio and Television (ERT S.A.) in its article 3 on "General principles of programmes and advertising" stipulates that ERT S.A. may refuse to broadcast any advertisement and shall not broadcast advertisements which: a) are contrary to its aims and its general principles, especially with the principles of respecting woman's personality. Additionally, we mention a number of texts concerning self-binding initiatives, such as codes of ethics of some professional organisations recorded and quoted in the:

- Good Practices' Guide (an edition of the community initiative NOW - HERMEIAS Project - May 2000).

- In the Code of Journalistic Ethics of the National Radio-Television Board (E.S.R.), i.e. of the competent body entrusted under Greek legislation with the constitutionally guaranteed right of the state to control radio and television programmes for purposes of safeguarding transparence, pluralism, and quality of programmes, the only reference to presenting of persons in relation to their sex is in article 5 of the code of ethics and states: Showing persons in a way which may, under the given circumstances, encourage debasement, social isolation or unfavourable discrimination on the part of the public on the basis especially of sex, race, nationality, language, religion, ideology, age, illness or invalidity, sexual tendencies or occupation.

- The "Code of Professional Ethics and Social Responsibility of journalists who are members of the Association of Editors of Daily Press is equally "frugal" in this respect. The journalist may and must: treat citizens equally, without discrimination based on national origin, race, religion, political affiliation, financial condition, and social status - article 2, par. (a).

- In the same context, article 7 of the "Draft Code of Honour of the Press" of the Association of Owners of Athens Daily Press, states that the Press must not adopt positions constituting a direct and vicious violation of fundamental rights or a flagrant negative discrimination against groups of persons, based on gender, nationality, race, religious, political and ideological convictions, or the sexual preferences of the persons making up such groups.

- It is noteworthy that the Greek Code for Advertising (1995) (which remains unchanged since 1997) of the Association of Greek Advertising Companies (EDEE), one of the most important professional associations in the field of MM, includes no reference to presenting of men and women in advertising messages and there is not even a mentioning of the word "sex" or "gender".

- Finally, it is to be noted that the draft Code of Ethics of the Public Radio and Television Corporation (ERT S.A.) now in the process of ratification, includes a special reference to the way of presenting women in television programmes. It is stated that radio and television programmes should reflect social reality and render the roles of the sexes free of stereotypes. Private radio and television stations, on the other hand, do not as yet have any codes of ethics and, in accordance with the Greek legislation, they must conform with the codes drafted by the National Radio and Television Board as early as 1991.

As regards conditions of women's participation in MM, a considerable increase in the number of women presenting news, reports and programmes with political, social and sports contents is observed. Even though a new generation of women has come up, there is a considerable percentage, especially among the under 32 year-olds, of women employed in the MM who have only secondary education level and therefore tend to occupy secondary positions, whereas the current percentage of women journalists of university education level is 61%. Even so, women journalists are confronted with grave problems in their careers and find it very difficult to rise to managerial positions. The positions of responsibility in journalism are still dominated by men, and only 8,5% of women journalists hold managerial posts. Among the particular problems they face is the combination of their professional and family obligations. Data about the current position of Greek women journalists from the 1998 edition of the European Network of Greek women journalists (E.D.E.D.) in cooperation with the Audiovisual Media Institute (I.O.M.) are quoted:

AWARENESS AND INFORMATION ACTIONS

In the context of its policy, the General Secretariat for Equality endeavours to persuade MM to adapt themselves to the social changes occurring in respect of the gender equality in the new social roles of men and women, and to further awareness of public opinion in matters of equality so as to promote participation of women in all sectors of social life.

- The following actions have been carried out with the participation of the General Secretariat for Equality:

- In the context of the Community Project WOMED "Women in the MM" three one-day meetings were held:

1. 28.2.00. Topic: "Women and MM - Present situation"

2. 14.5.00. Topic: " Good practice proposals in the MM - The Practice of Portugal"

3. 28.6.00. Topic: "Good practice proposals in the MM - The Practice of Spain"
Furthermore. The General Secretariat for Equality is a partner of the NOW project (Hermeias) and has financed all of its actions, such as:

- Structure of advisory service for women journalists via the Centre for Professional Advisory Information and Documentation of Women Journalists (HERMEIAS)
- Electronic data base for Greek women journalists. Interested persons may visit via Internet at the address www.hermeias.gr

- Programme of professional integration and training of women journalists, implemented as a means of promoting employment either in the form of dependent employment or in the form of self-employment within the framework of the Measure for Employment Promotion: A women's Press Agency known as "INFO FEMMINA", established by a group of unemployed women journalists trained by the "HERMEIAS" Centre was organised in August 1999 and has been in operation since that time.
- A Good Practice Guide for MM: edition of an information pamphlet published in May 2000 and aiming at improving the image of women in the MM.
- European meeting on: "Women and Mass Media Communication", held on May 15, 2000.

Transnational products of the Programme which developed during the period of implementation from 1998 and reached their final form at the end of the first semester of 2000 are:

A. "Women in culture, media and communication"

B. "Women in culture, media and communication: A Transnational Guide".

Finally, the Research Centér on Equality Matters (KETHI) has planned a review study on gender issues and MM which will be completed by the end of the last semester of 2001.

Year 1995 - 1996, Editions

1. National Report of Greece (Greek - English)
2. CEDAW (Greek)
3. 4th UNO World Conference for Women - Peking (15 September 1997 (pamphlet)
4. Education and gender (special bibliography)
5. Proceedings of the conference - One-day meeting for Woman's Day
6. Creative employment and equality of opportunity. An edition of the Ministry to the Prime-Minister. General Secretariat for Equality and KETHI
7. "Establishement of Women's Enterprises". An edition of the Ministry to the Prime Minister, the General Secretariat for Equality, and KETHI
8. "Education and Equality of Opportunities". An edition of the Ministry to the Prime Minister, the General Secretariat for Equality and KETHI
9. European Guide: " Looking for work in Belgium, France, Greece and Portugal (French)
10. Pamphlet: (KETHI: Research Centre on Equality Matters)
11. Pamphlet (NOW Project) Unit for the information of women on issues of Employment and Vocational Training
12. Pamphlet (NOW Project) Unit for Informative Analysis of Employment and Vocational Training of Women

Research - Studies

"OLYMPIAS", a project for 12 Regions of Greece

Year 1995 - 1996 Congresses:

1. One-day meeting on Woman's Day: April 8, 1995
   Title: "The future unites us - Women discussing"
   "Programme+envelopes+self-adhesives+poster)

2. Congress December 4-5 1995
   Emigrant Greeks Council
   Emigrant Greek Women's Forum
   (Envelope+Programme+Poster+Self-adhesive)

3. Congress
   Development of Women's Entrepreneurship
   Creation of an Employment Initiatives Network
   Athens, March 16-17 1995, Hotel TITANIA
   NOW Project
   GSE and KETHI
   (envelope+programme+self-adhesive+poster+folder with all projects)

4. Two-day meeting
   "Creative Occupation of Children and Equality of Opportunities:
   Programmes for Creative Occupation of Children - Centres for Creative Occupation of Children - Initiatives of Parents in Local Administration

Year 1996 - 1997, Editions

1. CEDAW (English)
2. Pamphlet on Violence at Home
3. Woman and Social Policy - A collection of labour law and social insurance law provisions
4. "Women in search of work - European Guide" - GSE -RCEM
5. Production of interventionist- non sexist educational material in the context of EPEAEK, General Secretariat for Equality, KETHI
6. "Observatory of search for work. Statistical treatment of the socioeconomic features of unemployed women" (Study) KETHI
7. KETHI Pamphlet -
8. Pamphlet - Documentation Unit for Women's Employment and Vocational Training
9. Pamphlet
   Unit for Women's Information in Matters of Employment and Vocational Training

Year 1996 - 1997, Congresses

1. One-Day meeting: 4th World UNO Conference on Women (GSE) Zappion, March 6, 1996
2. One-Day Meeting: Social Dialogue - Women's Dimension: Athens July 1977 (Envelope+programme) (GSE)
3. Organisation of a meeting with women journalists
4. Information actions for the 4th Medium-Term Action Plan for Equality of Opportunities between Men and Women (1996 - 2000) GSE - KETHI.

Year 1997 - 1998, Editions

1. National Report of Greece (Greek new edition)
2. National Report of Greece (English new edition)
3. CEDAW (Greek new edition)
4. CEDAW (English new edition)
5. Library Pamphlet New acquisitions
   Three leaflets red - green - blue
6. "Comparative study of the development of manpower employment by gender in the years 1993 - 96 in the whole country and by region (Study) KETHI
7. "A Study of the interconnection of vocational training sub-systems and labour market" (Study) KETHI
8. "State of Women's employment (93 96) in the context of drafting the National Action Plan for Employment" (Study) KETHI
9. Investigation on the social integration of muslim women in the area of Metaxourgio (Study) KETHI
10. "Study of Networking of Children's Creative Occupation Centres and Pilot Application" (Study) KETHI
11. Educational Package "Art and (illegible word)
    (Study) KETHI
12. All printed forms of Athens - Thessaloniki - Patra, KETHI
    Correspondence paper, KETHI cards, board chairman and members'cards, correspondence envelopes.

Year 1998 - 1999, Editions

1. Cards - note pads - correspondence envelopes -GSE cards and self-adhesives for the new offices

2. CEDAW Greek, new edition of 1st Report
3. CEDAW English, new edition of 1st Report
4. Edition of presentation of 2nd and 3rd National Report of Greece (text + questionnaire) English
5. Education and gender - New Technologies - Congress proceedings (KETHI - GSE)
6. "Evaluation study of unrecognised experiences and skills of women" (Study - KETHI)
7. "The necessity of implementing gender equality in all sectors (Study) KETHI
8. "Woman: your right to employment - Help and self-help - KETHI
9. Woman at Work (New Vocational Opportunities for Women University Graduates (NOW - GSE)

Year 1998 - 1999, Congresses

1. Congress "Education and Gender - New Technologies" (Thessaloniki, March '98)
2. Two-Day Meeting "Differentiation of women's vocational options - Intervention policies - Means -Good practices" (Athens, June '98)
   Unit A: "Women and new approaches to labour markets"
   Unit B: Advisory procedure for the promotion of women to employment:
      a. Methodology
      b. Limits and possibilities of a women's support structure for employment -women themselves speak"
3. Congress "Gender Equality - The teacher's role" (Iraklio, Decemeber 17-18, 1999)
4. Open Door to Employment" (Athens October 6-11. 1999) - Ministry of Labour
5. Congress September 16 - 18, 1999 "Mainstreaming" "Incorporation of Equality in all policies"

Short films GSE

1. A film on municipal elections: The participation of women at the first and second degree of local administration
2. Film about GSE - Equality: Myth or reality
3. Film about GSE: Elections for the European Parliament (GSE - European Union)

B. PROMOTION OF THE RESPONSIBILITY OF MEN AND WOMEN IN THE FAMILY

FAMILY

In the early 80's, when family law was modernised (Law 1329/83), the notion of the patriarchal family was abolished, and relations between the spouses and between parents and children were adapted to the constitutional principle of gender equality.

The most frequent form of the Greek family is the nuclear form.

Marriage continues to be the prevailing option of marital cohabitation of couples. However, the marriage age keeps increasing and ranges for women from 25,6 in 1994 to 26,9 in 1998 and for men 29,3 and 30,5 respectively (table 1)

The number of children per family keeps decreasing. The average number of children per woman was 1,36 in 1994 and 1,29 in 1998 (Table 1).

TABLE 1

	1994	1995	1996	1997	1998
Total fertility index	1,36	1,32	1,3	1,31	1,29
Mean marriage age					
Men	29,3	29,4	29,8	30,13	30,5
Women	25,6	25,9	26,3	26,6	26,9
Percentage of births out of marriage	2,9	3,0	3,3	3,5	3,8

Source: Statistical Service of Greece

Divorce rates are increasing. The percentage of marriages dissolved throughout the country in relation to marriages celebrated in the same year shows a 13 - 20% fluctuation between the years 1994 and 1997 (Table 2).

TABLE 2

Marriages and Divorces in Greece 1994 - 1998

Year	Marriages 1	Divorces 2	Percentage
1994	56.813	7.675	13,5%
1995	63.987	10.995	17,18%
1996	45.408	9,360	20,6%
1997	60.535	9.422	15,56%
1998	55.489	-	-

Source: Statistical Service of Greece

The findings of a research conducted by EKKE on "Dissolution of cohabitations and marriages in Greece" in 1999 by means of a questionnaire on a sample of 4000 individuals throughout the territory of Greece, is interesting. According to this research, cohabitation is not a preferred option as an alternative form of married life. Of the 911 cohabitation in the sample, 686 led to marriage and 162 to separation. Cohabitations longer than 4 years were dissolved in most cases. In 40% of the cohabitation which led to marriage, the couples had decided to have children, and pregnancy had preceded the marriage.

According to the same research, more highly educated women have greater difficulty in marrying, while those younger and more highly educated separate more easily. Short duration of marriage, high educational level of the woman, young age of the couple, a middle class origin and the experience of divorced parents seem to be conditions favouring divorce. The existence of children has a stabilising effect on marriage.
(Report of Haris Symeonidou at the One-Day Meeting of EKKE " The family and the Welfare-State in the new century: Trends and Perspectives in Europe" Athens, May 2000)

The increase in divorces and in births out of marriage (from 2,9 in 1994 to 3,8 in 1998 - Table 1, National Statistical Service of Greece) contribute to an increase in the number of one-parent families in Greece. Because of the method of recording household in relevant research projects, the exact number of one-parent families is difficult to estimate. In 1996, 222.185 households with children (11,45% of all households with children in the country) belonged to the category of one-parent families (the person in charge was single, widowed, or divorced). In the overwhelming majority of household with children where the head of the family was one parent alone, that parent was a woman (80,6%). Households with children having an unmarried, divorced or widowed father as a head account for 18,40% of the category as a total (Source National Statistical Service of Greece - Research of Manpower 1996 Processing KETHI - Documentation Unit).

A series of measures have been enacted to provide relief to such families. The measures include subsidies for housing loans or rent, preferential hiring in the public sector, priority in children's day care centres, training and re-integration in production as well as psychological support and subsidisation of vocational initiatives and activities.

The Social Exclusion Intervention Units operated by KETHI in cooperation with GSE in 5 large Greek cities (Athens, Thessaloniki, Patra, Volos, Iraklio) are available to heads of one-parent families and provide:

- Support services to women (psychosocial support, social work, legal advice)
- Elaboration of methods for recording the needs of women (personal and social characteristics)
- Pilot operation of two mobile units in the regions of Crete and Macedonia.

Further, there are financial aid programmes and programmes for the support of low-income one-parent families aimed at supporting parents with socioeconomic problems so that they may keep their children with them and to prevent abandonment of the children or their placement in institutions. The Welfare Directorates of Prefectural Government Agencies pay a monthly allowance of 15,000 GRD for each unprotected child up to the age of 16 years, provided the monthly income of the 3-member family with whom the child lives, does not exceed 80.000 GRD plus 7.000 for each additional member beyond the number of three. Under the same conditions, EOKF-PIKPA pay to one-parent families a subsidy amounting to 36.000 GRD for one child, and 50,500 GRD monthly for two or more children.

A special section of the Infant Centre "MITERA" provides protection for unmarried mothers, admitting them in the 7th month of pregnancy until delivery. Psychological support and financial aid is provided until the unmarried mother appears to be able to live on her own and take charge of her child's upbringing.

Besides, the unmarried parent of three under-age children is included in the categories of protected persons of law 2643/98 "Care for the employment of persons belonging to special categories and other provisions".

The number of large families keeps decreasing. Whereas in the period 1992 - 1993, 8226 new large families were registered, the new large families registered in 1998 - 1999 were 3.886 in number. The total number of large families in 1999 was 151.080 (statistical data of the Supreme Confederation of Large Family Parents of Greece ASPE).

The network of legislation and privileges protecting them involves subsidies for housing loans or rent, preferential hiring in the public sector, priority in children's day-care stations etc. The state supports these families with considerable large-family benefits.

Third child allowance:

This is granted to the mother who gets her third child, provided the family annual income does not exceed GRD 8,000,000; the subsidy is paid until the child becomes 6 years old.

The allowance, which is index-adjusted, amounts to GRD 44.588 per month in the year 2000.

This allowance is paid to the father only when the mother is deceased or has abandoned him and the children.

Large-family allowance

This is granted to mothers who have 4 children as well as to widows or divorcees or unmarried women who have 3 children, the latter considered in these cases to constitute large families as long as there is at least one unmarried child up to 23 years of age and the annual family income does not exceed GRD 10.000.000. The allowance amounts to GRD 11.172 for each child in 2000 and cannot be lower than 23.000 per month, even if only one subsidised child remains.

Lifelong pension:

This is paid to a mother of a large family who is no longer entitled or no longer meets the criteria of eligibility for being granted a large-family allowance as well as to a mother who, for some time, has or had at least four children in life, and provided that the annual family income does not exceed GRD 3.500.000. The pension amounts to GRD 25.696 per month in 2000.

The agency in charge of paying these pensions is the Farmers' Insurance Organisation (OGA). The large-family allowances and the lifelong pension are paid regardless of any other allowance, salary, pension, compensation, occupation or remuneration. The amounts to be paid are adjusted each year based on the consumer price index of the previous year.

Nevertheless, the numbers of beneficiaries are in constant decline. In December 1998 they numbered 340.423, while in December 1999 their number had dwindled to 325.095 (Decrease rate 5%). The amounts paid in 1998 and 1999 are, despite indexation, GRD 141.113.000 and 120.634.000 respectively (reduction 15%) (OGA Movement of Branch 6, Family benefits).

The elderly account for 17,3% of the population. As far as their family status is concerned, 45,4% of elderly persons live with their spouse, 23% live alone, 15,1% live with spouse and children and 9,2% live in the home of a son or daughter (Eurostat, Labour Force Survey, 1998).

Although family values do change, it seems that the young do not reject them entirely. The values that are rejected are mainly those of the classical, patriarchal rural family and in particular the autocratic role of father and the passive submission of mother. In contrast, the important family values, such as relations within the family and the obligations of the children to the family are still powerful, even among the younger generation (Congress "Family and Family Policy" E.O.P. Athens 1994 Report on "Structure and Function of the Greek Family" by Dimitris Georgas).

Law 2646/98 on "Organisation and operation of the national social care system" aims primarily at supporting the family by means of the protection afforded to individuals or groups through prevention and rehabilitation projects. The aim of these projects is to create conditions for equitable sharing of individuals in the economic and social life and to ensure a decent living standard.

EOP, PIKPA and the Infant Centre "MITERA", agencies with important and varied activities in the field of social care and protection will now be abolished as individual entities and will merge into the National Social Care Organisation (EOKF). This welfare system is intended to improve the services already rendered and to ensure better service to citizens.

The measures for family support include:

Family allowances (allowances for marriage and allowances for children) which are linked to employment are available to individuals who are actually at work or are temporarily unemployed or to persons who are unable to work and the amounts involved depend on the number of children. Law 2470/97 regulated the pending issue of payment of a marriage allowance to unmarried, widowed or divorced parents employed in the public sector (for the private sector, a similar payment was introduced by law 1849/89)

The childbirth allowance (or maternity benefit) intended to provide financial support to the mother and by extension to the family, depends on the insurance organisation involved.

- In the public sector, the childbirth allowance is paid out at one time and amounts to GRD 220.320 for women directly insured, and 183.600 for those indirectly insured (2000 rates).

In the private sector, the childbirth allowance is paid by the Social Security Organisation (IKA) and is adjusted every 6 months. In the first semester of 2000 the allowance amounted to 206.550 GRD, while in the second semester it was 209.640 GRD.

- Working women who cannot claim maternity benefits from an insurance organisation or are not insured and who do not have an adequate living standard receive allowances of the order of 150.000 GRD, paid out as 75.000 for the 42 days preceding delivery and 75.000 for the 42 days following delivery.
- Women farmers are paid by OGA a pregnancy and post-partum allowance amounting to GRD 50.000 and a delivery aid in case delivery takes place in a private maternity clinic, amounting to GRD 20.000.

The aims of maternity protection, facilitating women's entry and continued presence in the labour market, and reconciling family and working life, are served by the Presidential Decree 176/1997 on "Measures for improving safety and health at work of pregnant, post-partum and nursing workers in compliance with the directive 92/85/EEC" (see article 3, legislative framework for details).

The same aims are served by law 2621/98 which provides for the creation of schools for parents and stipulates procedures for their organisation and operation. Their purpose is to provide advice and knowledge to parents in respect of the problems facing a contemporary family and are connected with relations between the spouses, and with children and adolescents.

RECONCILING FAMILY AND WORKING LIFE

A concern of the Greek state is to ensure interconnection of the various aspects of everyday life with regard to family and occupational responsibilities in the light of equality between the sexes and recognition of women's right to be mothers and workers at the same time, without this affecting negatively either their occupational development or their family situation.

The institutional framework was adapted accordingly:

A. LEAVES OF ABSENCE FROM WORK

a. Maternity leave
b. Parental leave
c. Paternal leave
(see articles 2 and 3 - Legislation for details)

B. CHILDREN'S CARE

Institutions for the care of children have been developed both to make it easier for women to take part in the labour market and to contribute to a correct psychosomatic development of children and to the quality of their lives.

a. Day-care stations for children and infants

- Public day-care stations for children and infants (nurseries and kindergartens)

There are 1306 public day-care stations for children (kindergartens) with a total capacity of 78.000, and 131 public day-care stations for infants and toddlers (nurseries) with a capacity of 10.000.

They provide daily food, education and entertainment to infants and toddlers of working parents or from families facing social problems.

The public kindergartens admit children from the age of 2 ½ years to their immatriculation in primary school, while public nurseries admit babies 8 months old until they start primary school.
They open at 07.00 in the morning in winter and at 06.45 in summer and close at 16.00 in the afternoon.

In order to take care of infants and toddlers whose mothers are occupied in shift work or have interrupted working hours and are, for these reasons, unable to provide proper care and upbringing of their children in the afternoons, a pilot project involving afternoon operation of Nurseries and Kindergartens has been started in 14 municipalities.

By the end of 2000, all public nurseries and kindergartens will have been transferred to the responsibility of local administration (Laws 2218/94 and 2503/97).

- Nurseries and kindergartens supervised by Ministries

The day-care institutions of Athens, Thessaloniki and Larissa run a total of 47 nurseries and kindergartens, while the Social Care Organisation
(EOKF) runs 143, accommodating children of working parents or financially underprivileged families. These nurseries and kindergartens will also be transferred to the responsibility of local administration (Law 2646/98).

- Thirty-nine kindergartens are operating free of charge by charitable organisations, associations, public utility corporations and organisations.

- The Ergatiki Estia (Workers' Home) operates 22 nurseries and kindergartens, serving the children of workers in the private sector with priority on large families, one-parent families and families with particular socioeconomic problems

- Seasonal children's day-care stations in rural areas where no kindergartens are operating during periods of seasonal farming work are organised by the Ministry of Agriculture. Their purpose is to facilitate women's work in farming, to improve the care of children, to improve the socioeconomic level of the rural family.

- Private nurseries and kindergartens:

- There are 1.090 profit-making stations in operation.

- Municipal kindergartens (children and infants or children only): In the context of endeavours to reconcile the working and social lives of couples, the local administration in1999 - 2000 created or extended 30 kindergartens and nurseries, 11 nurseries, and 59 kindergartens (9th Ep.Pa of E.P. "Continued Training and Promotion of Employment")

- Nurseries and kindergartens of corporations: Corporations employing more than 300 persons are obliged to set up and operate at their own expense nurseries and kindergartens for their workers (Law 2082/92). The number of such corporations is very small and there are no data concerning these nurseries and kindergartens.

b. Centres for Creative Occupation of Children (KDAP)

There are 122 KDAP operated by the local administration (9th Ep. Pa of E.P.) "Continued Training and Promotion of Employment"). They were created in order to meet the need of children for occupation and creation in their free time from school duties, and to facilitate the entry and continued presence of parents, especially of women, in the labour market.

They admit 5 - 12 year-old children and help them to become socialised and to develop their personalities through contacts with culture, art, and the natural sciences, while cultivating in them the spirit of gender equality and of human rights. They provide relief from the charged schedules of workers, ensure leisure time for all members of the family and, by freeing working mothers from the anxiety of choosing between family and occupational obligations, they create incentives for their further occupational development.

c. All-day school (Law 2525/97)

There are 700 kindergartens and 1500 primary schools operating on specially enlarged programmes, in which young pupils can stay at school and do their homework with the assistance of teachers and engage in artistic, pedagogical and sports activities (National Action Plan for Employment. Ministry of Labour and Social Security 2000).

The project was introduced to the end of assisting workers with family obligations. Its contribution to enabling women to enter the labour market is considerable, as it frees working mothers from the need to interrupt their work prematurely in order to collect her young children and enables the non-working mother to find work.

C. CARE FOR THE ELDERLY AND INVALIDS

The projects "Help at home" and "tele-alarm" (see article 11 "EMPLOYMENT" and article 12 "HEALTH" for further details) provide further facilitation of entry and continued presence of women in the labour market and reconciling working with social life, given that social structures and labour market structures continue to regard the care of children and elderly persons as the responsibility, mainly, of women.

NGO ACTIONS - GOOD PRACTICES

NGOs offer a significant contribution to the change of stereotypical roles and to a joint shouldering of family obligations by the two companions.

The Democratic Women's Movement put into effect (1999-2000) a pioneering project for reconciling occupational and family life under the title "A new quality of life: Men and women have the same roles in the family and in the exercise of an occupation".

The aim of the project was to eliminate the stereotypes of the two sexes and to reinforce the role of the father for the benefit of the family, and particularly of the children.

It addressed owners and employees of small and medium-size companies who in fact make up the majority of Greek workers. Seminars were held at which 75 small and medium entrepreneurs and employees of such businesses were trained in the new role of the father by scholarly experts.
One-day meetings were also held for information and discussion of problems at an inter-state and national level and a pamphlet containing information on the results of seminars and meetings was published.

PROGRAMME OF SOCIAL INTEGRATION OF MUSLIM WOMEN AND CHILDREN IN THE AREA OF METAXOURGIO (see article 1 for details).

Sources:

- *Ministry of Health and Welfare*
- *National Statistical Service*
- *EUROSTAT*
- *OGA*
- *Ministry of Agriculture*
- *PIKPA*
- *ASPE (Supreme Confederation of Large Families of Greece)*
- *Democratic Women's Movement*
- *"Desirable and Real Family Size. Events in the Life Cycle. A diachronic approach 1983 - 1997" EKKE, Athens, 2000*
- *"One-Parent families. Reality - Perspective - Social Policy" Dimitris Kingidis, Nea Synora - A.A. Livanis 1995*
- *"One-parent family. A reality in contemporary Greek society" ed. Papazissis 1995*
- *"Family and Family Policy in a Changing World" EOP, Eptalofos Editions*
- *"The fight against poverty and minimum guaranteed income" Analysis of the proposal and description of an implementation plan, Manos Matsanganis, January 2000*
- *"National Action Plan for Employment", Ministry of Labour and Social Security, 2000*
- *9th Ep. Pa of E.P. "Continuing Training and Promotion of Employment"*
- *"The Demographic Issue", Ira Emke - Poulopoulou. Ed. Hellen. 1994*
- *National Report of Greece on Implementation of the "Action Plan" of the 4th World Conference on Women, General Secretariat for Equality, Athens, December 1999.*

ARTICLE 6

MEASURES TO REPRESS PROSTITUTION, VIOLENCE AND SEXUAL EXPLOITATION OF WOMEN

VIOLENCE AGAINST WOMEN

The phenomenon of violence against women has been recognised as a major worldwide problem. It is a basic social mechanism used to subjugate women and constitutes a flagrant violation of their fundamental human rights. It includes any threat or act of physical, sexual or psychological violence against women, manifested either within the family or in society or at the working place.

INTERMINISTERIAL COMMITTEE FOR REPRESSION OF VIOLENCE AGAINST WOMEN

The study and confrontation of violence against women is a high ranking priority and an axis of policy and action of the General Secretariat for Equality.

For this purpose, the GSE established (July 1999) the Interministerial Committee for repression of violence against women.

The Interministerial Committee is a basic factor in designing and implementing a policy to repress violence against women. It was established by a decision of the Minister of the Interior, Public Administration and Decentralisation in cooperation with the Ministry of Health and Welfare and the Ministry of Public Order. Its aim is to coordinate, to specify and to immediately put into effect appropriate actions to repress the phenomenon. It is composed of one political and one staff official of the jointly responsible ministries and of the Research Centre on Equality Matters (KETHI), plus high-prestige experts both from the academic community and from the women's movement.

In the context of the Interministerial Committee, recording of existing structures for reception and care of women victims of violence has been started. It is to be noted that, in connection with structures operating at the level of Local Administration, the Committee cooperates with the Greek Society for Local Development and Administration S.A. which is carrying out a similar survey.

Also:

- An SOS telephone line has been planned and put into operation to provide psychological and legal support to victims of violence and to forward them wherever it is judged necessary
- Pamphlets have been published, which are addressed both to victims - providing information about services they may call on - and to professionals involved (police, social workers etc.).

- Special seminars were designed and implemented as a means of further education and awareness of police personnel dealing with women abuse (Athens - Thessaloniki, December 2000).
- Subjects connected with family violence and women trafficking for purposes of sexual exploitation were included in the curricula of police schools
- The same subjects were included in regular seminars for police personnel.
- Special educational and further training seminars were organised for professionals serving in the Reception Centres for Abused Women, in the SOS telephone line and in the Units for Social Exclusion Interventions (March 2000).
- A survey of violence against women (physical, psychological, sexual abuse, rape, sexual harassment) is in progress for the purpose of reviewing the Greek bibliography, presenting fundamental theoretical approaches, collecting and filing the material, analysing the results of empirical research, identifying needs for research and in some cases evaluating the main relevant policy measures (agency in charge: KETHI).

Social infrastructure

The Reception Centres for Abused Women were set up by initiative of the General Secretariat for Equality. The aim of the Centres is to provide information and support to abused women, to enable them to find the best solutions for their own lives.

The Centres are made up of two services, i.e.

A. Reception Offices, which are purely services of the GSE and provide:

- Legal advice
- Psychosocial support
- Information about other services which may be of use to them

There are two offices: The Athens office has been in operation since 1988, the Piraeus office since 1999.

B. The "Guest House" is run jointly by the GSE and the Municipality of Athens and has been in place since 1993. It offers a system of support and temporary hospitality to women victims of violence and their children, if they need to be temporarily removed from their homes.

Women victims of violence may also apply to hospitals, mental health centres, social services of Prefectures and Municipalities as well as to Police, Judicial and Forensic authorities throughout the country.

Furthermore, the Units for Social Exclusion Intervention run by KETHI in cooperation with GSE in five large cities (Athens, Thessaloniki, Patra, Volos, Iraklio) also cover women victims of violence; they provide:

- Support services (psychosocial support, social work, legal advice)
- Methods for recording womens's needs (personal and social characteristics)
- Pilot operation of two mobile units in the Regions of Crete and Macedonia.

Legal and psychosocial support and advice is also available from several Non Governmental Organisations.

Legislative framework

The Greek legislation regulates and confronts violence against women by means of provisions which generally deal with crimes against life and integrity of the individual, crimes against personal freedom, honour and personality of the individual, and crimes against sexual freedom.

In legislative terms, the forms of violence taken into consideration are those regulated by the general provisions of the civil or penal law and by special laws (e.g. labour law) and are classified as:

- Physical injury
- Crimes against sexual freedom and crimes of economic exploitation of sexual life
- Crimes against honour
- Insult to personality
- Crime of rape, which is regulated by law 1419/1984. This law introduced the ex officio prosecution of the crime of rape. Rape in marriage does not constitute a separate crime.

The following additional provisions are included in the Criminal Code concerning specifically violence against children:

- Seduction of children
- Abuse of minors by lascivious acts
- Abnormal intercourse
- Neglect of child supervision

The revision of the legislative framework and the introduction of special provisions regulating and confronting violence against women is an immediate priority of the Interministerial Committee. Already, its enlargement by the inclusion of representatives of the Ministry of Justice is aimed at the elaboration and immediate presentation of proposals for the enactment of special legislation.

Prostitution and women's trafficking

The entry of thousands of immigrants into our country from the economically weaker countries of Europe (Russia, Ukraine, Georgia, Albania, Romania etc.) has resulted in an increase of body trafficking and of sexual exploitation of women and girls in Greece.

WOMEN-VICTIMS OF TRAFFICKING FOR PURPOSES OF SEXUAL EXPLOITATION GREECE (1993 - 1999)

Nationality	YEAR							GENERAL TOTAL
	1993	1994	1995	1996	1997	1998	1999	
Philippines Thailand	0	0	0	0	0	0	0	**0**
Eastern & Central Europe	2.305	2.639	3.306	4.336	3.088	2.910	3.535	**22.119**
Balkan countries (min Albania)	597	579	613	1.010	1.025	596	860	**5.280**
Albania	468	603	1.266	1.194	1.938	845	1.375	**7.691**
Other countries	112	100	135	93	20	35	81	**576**
Year Total	3.482	3.921	5.322	6.633	6.071	4.386	5.851	**35.666**

Source: Gr. Lasos, data base for women, juveniles and children moved and prostituted in and via Greece, 1980 - 1999)

Data concerning the ethnic composition of the foreign prostitutes' population, the prostitution market, the practice of violence in the field of prostitution, and the presence and attitude of the law-enforcing authorities in the face of this phenomenon can be found in the extended survey carried out by the Panteion University under the title "Prostitution in modern Greece 1991 - 1997".

In Greek legislation, prostitution per se is not a punishable offence. The laws in force do not prohibit it but stipulate the conditions for practising it.

a. Law 2734/99 ("Persons prostituting themselves for pay" specifies the terms and conditions, the limitations and prohibitions in practicing the activity concerned, regulates the measures of medical control to which persons prostituting themselves for pay have to submit, and introduces criminal and administrative sanctions to ensure effective control of these persons

b. The Criminal Law includes provisions for repressing the exploitation of women, both minors and adults. The chapter "Crimes against sexual freedom and crimes of economic exploitation of sexual life" provides for both imprisonment sentences and fines.

Punishable acts under these provisions are:

- Facilitation of promiscuity
- Pimping
- Exploitation of prostitutes
- Body trafficking

c) Law 2675/1999 provides for compulsory insurance coverage of women prostituting themselves for pay.

A series of measures to repress trafficking of women for purposes of sexual exploitation have been taken both in the context of the Interministerial Committee and prior to it.

Specifically:

- Publication and distribution of pamphlets with information and advice to potential victims, in the languages of the countries of origin of women victims of sexual exploitation.
- Cooperation of Greece with the countries of origin and the bodies involved both in the countries of origin and in the hosting countries.
- An important measure for the protection of foreign women victims of body trafficking who are deported from the country is a decision by the Ministry of Public Order, under which such deportations are carried out by air. Thus the women are protected against the organised body trafficking networks which infest transit stations.
- Presidential Decree 310/98 established a Police Body of Border Guards, intending, among other things, to prevent illegal entry of aliens into the country, detecting and arresting them, as well as to detect and apprehend persons facilitating illegal entry of aliens.
- Educating and promoting awareness of police personnel with regard to issues of violence and sexual exploitation of women. As mentioned earlier, these subjects are included in all police seminars.

Special mention must be made of the seminar **"ARIADNE"**, organised by the Ministry of Public Order in cooperation with GSE and women's organisations in 1997.

Equally important was the international seminar organised in 2000 in Athens by GSE in cooperation with the Council of Europe for the repression of women's and children's trafficking in SE Europe, which led to designing a regional action plan.

- Psychosocial and legal support to victims of body trafficking is provided by the social infrastructures for the repression of violence against women, which guide women to establishments of the National Health Systems, when needed.
- In Thessaloniki, in the framework of Community Project "Umbrella", there is a programme for foreign prostitutes which includes measures for information on and prevention of sexually transmitted diseases, supply of preservatives, access to health services and information of customers (see more under article 12 HEALTH).

Our country has participated in all international congresses or working groups organised in the framework of the European Union (European Conference on Women Trafficking, Vienna 1996, Ministerial Conference, The Hague, Netherlands) and at international organisations (UNO, Council of Europe) for the repression of women's body trafficking.

Sexual harassment at the place of work

Although it does not include a special provision about sexual harassment, the Greek legislation protects women under general provisions scattered through the Civil and the Penal Codes or in special laws. Specifically, protection is based either on general provisions of the Civil Code concerning insult to the personality and tort or on penalties attending various penal offences, such as practical insult, assault, insult to modesty or violation of sexual dignity (see previous report of Greece to the UNO Commission for the Elimination of all forms of discimination against Women, Athens 1996).

It is worth noting, however, that references to sexual harassment are included in one of the terms of the National Collective Labour Agreement 1993; based on the concern to safeguard the principle of equality of men and women, both parts agreed to care for "decent treatment and conduct at the place of work in matters connected with gender".

Also, article 17 of the National General Collective Labour Agreement for the years 2000-2001which concerns protection of personality enhances the possibility to deal with matters of violation of a woman's personality, such as sexual harassment.

There are very few court decisions dealing with "sexual harassment" of workers in this country, but they contribute to the formation of a case law on so sensitive an issue which touches upon both the equality between men and women and the constitutionally guaranteed demand for respect of an individual's personality.

Note also that in the cases judged and decided by the Greek courts, refusal of the plaintiff to yield to the sexual demands of the employer, resulted, according to the allegations in the plaintiff's suit, in a termination of her contract of employment, and so the issue of "sexual harassment" had to be examined by the court from the point of view of the alleged "abusive" dismissal of plaintiff as an act of vindictiveness of the employer for her refusal to yield.

Recently, the Athens Court of Appeals had to deal with a similar case: the Court described sexual harassment as "undesirable conduct of a sexual nature which insults the dignity of the employee at work" and found that it constituted a violation of the personality of the person harassed on the one hand, and that the termination of employment on the part of the employer on account of the reaction of the employee to such violation was "abusive" on the other (Athens Court of Appeals 5789/1998 No B 47, 1999,962).

Source: I. Lixiouriotis "Labour Law, termination of employment" Labour Law Jurisprudence, DEE 5/2000 (6th y.) 547-549.

Action of non-governmental organisations

Non-governmental organisations undertake actions in support of women victims of violence and promote public awareness of violence against women. They provide services free of charge to women victims of violence, such as legal advice, psychological support and defense at court.

The Association for Women's Rights has a section which offers legal advice and psychosocial support to women.

It has organised the following events:

a. In cooperation with the European Commission, a seminar on the topic: "Body trafficking - Sexual exploitation of Women: an internationally organised crime. Results of a new investigation. Proposals and measures for the elimination of the phenomenon (21 - 22/10/1996)

b. Public debate on "Sexual morality: Different criteria for the two sexes, sexual liberation of women, sexual education" (20.5.1997).

c. Public debate on: "Violence against women and their sexual exploitation, severe violations of Human Rights. Violence on television: new data from recent research (9.12.1998).

In 1997, the Observatory for Women's Rights opened a social office to accept complaints, with an SOS telephone line.

In 1998, the Panhellenic Women's Organisation "Panathinaiki" in cooperation with an educational institution and with the School of Police, organised a congress to increase awareness of police students in matters of violence against women.

The Centre for Research and Support of Women Victims of Abuse and Social Exclusion has been running since 1998 in Ioannina a Network for helping Abused Women and Children. Its aim is to study the phenomenon in the region and to offer help and support to abused women and children.

The programme includes physicians, psychologists, social workers and lawyers and, apart from the support services it provides, endeavors also to arouse awareness of the extent and significance of the phenomenon among the general population.

Also since 1998, the Macedonian Institute of Labour has been operating in Thessaloniki a Support Centre for Abused Women and an SOS telephone line for abused and raped women. It provides psychological support, vocational guidance, and legal advice to women victims of violence. In the framework of the "Legal Aid Programme", it cooperates with the Bar Association of Thessaloniki so that the legal advice it provides may also include representation by counsel at court.

The Feminist Initiative Against Forced Prostitution of Foreign Women published (April 2000) an information pamphlet in Greek, Albanian, Romanian, Russian and English, entitled "Solidarity with women victims of forced prostitution", as well as a poster put up in public places all over Greece. Further, it provided active assistance to women victims of body trafficking, mainly by facilitating their access to or undertaking contacts with various bodies {e.g. GSE, consulates etc.).

Established in 1999 and now in operation is the Network for Repression of Male Violence against Women. Its membership includes women's organisations and individuals from all over Greece. Physicians, psychologists, lawyers and other professionals offer their services free of charge. The victims of abuse applying to the Centre are offered psychosocial support and legal aid, either directly or indirectly through referral to a competent member-organisation.

The group "Kessariani telephone line for abused women" has been keeping a telephone line for assistance to women victims of violence since the early 90's.

Recognising the dynamism and the contribution of women's organisations in pointing out and meeting the phenomenon, GSE cooperates with them and finances some of their actions in the framework of the Community Initiative "DAPHNE".

Projects that have been implemented include:

1997 - 1998: "Network for the Repression of Violence Against Women". It includes actions for pointing out the phenomenon to public opinion, cooperation with the judicature and the police (seminars), establishment of a good practices network (implemented by: Democratic Women's Movement).

1998 - 1999: "Women Refugees - Stop Sexual Exploitation and Trafficking of Women". It includes actions publicising the problem, establishment of an office for support of women refugees and conducting of an inter-state investigation about the attitudes and views of the population concerning sexual exploitation and trafficking of women refugees (implemented by: Research Center on Women's Issues)

1999 - 2000: "Making Children's Voices Heard: Protection and Comforting of Girls Victims of Violence and Sexual Abuse". It includes actions for awareness and publicising of the problem, establishment of an Advisory Centre for abused children, research about ways of identifying cases of abuse, development of appropriate tools and measures to facilitate the procedure of prompt identification of abuse by persons coming into frequent contact with children (implemented by: Research Centre for Mediterranean Women).

Informing and sensitising public opinion

Regional Equality Centres have been established in the thirteen Regions of the country, whose responsibilities include publicising the problem and supporting women victims of violence.

All projects of women's organisations financed by GSE in the context of the Community Initiative "DAPHNE" include actions for informing and strengthening awareness of public opinion.

Within the European campaign for awareness of public opinion concerning violence against women (1999 - 2000), three projects have come into effect:

1. The Research Centre on Equality Matters, an organisation supervised by GSE, conducted an information campaign throughout Greece about violence in the family. It was entitled "Zero Tolerance"and was funded by the European Union and GSE. It involved putting up of a giant poster in five Greek cities (Athens, Patra, Volos, Iraklio, Thessaloniki), broadcasting of a television and radio message from national or local range stations, mailing 6 million information pamphlets about family violence to the subscribers of the Public Energy Corporation (DEH), production of printed material, organisation of information stands and a two-day congress in Athens under the title "Breaking the Silence - Violence in the Family. A Crime Behind Closed Windows" (15 - 16.6.2000).

2. The Centre for Research and Support of Victims of Abuse and Social Exclusion implemented a regional project under the title: "Information Campaign in the area of Epirus about Violence Against Women", which included the following actions:

- Production and dissemination of printed material (poster - pamphlet) over the entire area of Epirus with emphasis on state establishments (hospitals, prefectures, police precincts etc.)
- Production and broadcasting by a local TV channel of a weekly TV programme entitled "A window onto life" (32 programmes).
- A TV marathon (7 hours) to sensitise the local community and to collect money for victims of violence
- Establishment of an information stand in the central city square of Ioannina, open 12 hours a day for 6 months.
- Production and broadcasting of radio messages through local radio stations.
- Projection of a TV message through 3 national-range TV stations.

3. The Technological Educational Institution of Crete and the Prefecture of Iraklion implemented a regional project entitled "Awareness of Violence Against Women" which included the following actions:

- Production and Distribution of material (pamphlet and folder) to tertiary education students in the District of Iraklion Crete.
- Information visits with all organisations in the District which come in contact with abused women and their children (women's organisations, social services of hospitals, probation officer for juveniles, the mental health centre, local bar association, police, district attorney, judicature), to improve awareness and exchange experiences.
- One-day meeting on the topic: "Abuse of women in the Home - Break the Silence"
- Information and further education of the staff of hospital social services, police personnel and judges.
- Coverage of all events by the media (newspapers, television, radio, with programmes, interviews and discussions aimed at increasing public awareness)

Perspectives

The Inter-ministerial Committee for the Repression of Violence against women has been a decisive factor in policy planning and implementing, coordinating, specifying and immediately implementing actions for the repression of the phenomenon.

The Committee has now been enlarged with representatives of the local and prefectural administration representatives (KEDKE and ENAE), and with representatives of the Ministry of Justice, who are expected to contribute to a more rapid development of initiatives, planning and implementation of policies and actions.

Acting on the guideline that violence against women is a crime and that women's safety and integrity is a priority, the Committee plans:

- To continue to organise awareness and information seminars for police authorities on violence issues. Production of educational material and holding of seminars is also planned for the social services of prefectures, hospitals , municipalities, welfare services etc.
- To continue producing printed material

- To appoint women who are concerned with the repression of violence to the Local Boards for the Prevention of Crime in the whole country
- To create new structures based on the Planning Agreement between GSE, the National Social Care Organisation, and the local Administration.
- To complete the elaboration and presentation of proposals for enactment of special legislation against the phenomenon of violence and to revise the existing institutional framework.
- The awareness and information campaign of public opinion, victims, and perpetrators will be continued after the end of the European Campaign, with national funding. A special campaign will be designed for the repression of women and children trafficking for purposes of sexual exploitation, addressing both the victims and the customers.

Sources:

- *Ministry of Public Order*
- *KETHI*
- *National Report of Greece on the "Implementation of the Action Plan of the 4th World Conference on Women"*
- *General Secretariat for Equality*
- *Athens December 1999*
- *Association for Women's Rights*
- *Observatory for Women's Rights*
- *Panhellenic Women's Organisation "Panathinaiki"*
- *Research and Support Centre for Victims of Abuse and Social Exclusion*
- *Macedonian Institute of Labour*
- *Feminist Initiative against forced prostitution of foreign women*
- *Network for the repression of male violence against women*
- *Democratic Women's Movement*
- *KEGYTHE*
- *KEGME*
- *Prefecture of Iraklion*

ARTICLE 7

PARTICIPATION OF WOMEN IN POLICAL AND PUBLIC LIFE OF THE COUNTRY

Today in Greece, while women play a leading role in social changes, they are absent in the critical hour of decisions and planning, of the application and evaluation of the country's Development Plans, as they only participate with a less than 10% share in the National Parliament and the local administration, that is they are under-represented in the Decision Making Centres. This can be mainly attributed to the unequal distribution of responsibilities in the family environment. Modern women are called upon to fulfil multiple roles under the prejudice of unequal sharing in authority and responsibility of decisions in all sectors.

This traditional concept makes it difficult for women to reconcile their family and occupational responsibilities. Men in Greece are not yet fully aware of their responsibility to share equally in the obligations of family life.

When men act as the administrators of authority, it follows that the political space is dominated by men. So we are faced with intense competition when a share in authority is to be conceded to the other gender, while participation in electoral procedures requires considerable funds, which women often lack, since their professional income is not seen as a means of ensuring their individual independence but as a contribution to the family income.

The government has incorporated the principle of equality in all policies, thus shaping a new landscape for Greek women in the 21st century. The legal and institutional guarantee of equality is achieved and the contemporary Greek woman unfolds her weighty role in the political, the scientific and the business sector with each passing day.

The political will in our country goes hand in hand with the struggles and actions of women: specific policies help to shape a future that meets women's aspirations. Participation of women in development planning is encouraged and women's activities are integrated in the development process. European and national policies in the matter of equality also focus attention on the active participation of women in economic life. Affirmative actions and measures are developed which are then integrated in the 3rd Community Support Framework so that women, by becoming stronger in financial terms, may achieve their personal independence and be enabled to participate actively in political life as well.

The General Secretariat for Equality has proposed introduction of quotas at both the administrative and the political level.

From data elaborated by the General Secretariat for Equality concerning women's quotas of participation in decision-making centres, we quote herebelow in the form of tables and quantitative indices some comparative figures relating to the 8th parliamentary period (elections of October 10, 1993) and the 9th parliamentary period (elections of September 22, 1996) of our Presidential Republic, including also the latest parliamentary elections held on April 9, 2000.

COMPARATIVE DATA: INCREASES AND REDUCTIONS OF WOMEN'S PARTICIPATION FROM THE 8 TH TO THE 9 TH PERIOD

GREEK PARLIAMENT
FROM THE 8TH TO THE 9TH PERIOD OF THE PRESIDENTIAL REPUBLIC
INCREASE IN WOMEN'S PARTICIPATION BY 0,6%

EUROPEAN PARLIAMENT (1994 - 1999)
REDUCTION OF WOMEN'S PARTICIPATION BY 4%

MUNICIPAL ELECTIONS 1994 - 1998
DATA ON ELECTED MAYORS
REDUCTION OF WOMEN'S PARTICIPATION BY 0,7%

** The data on the Municipal Elections of the 8th period concern municipalities prior to the merger with Communes*

PREFECTURAL ELECTIONS
DATA ON ELECTED PREFECTURES (1994 - 1998)
INCREASE IN WOMEN'S PARTICIPATION BY 1,9%

SUB-PREFECTURES - POST OF SUB-PREFECT
UNCHANGED PARTICIPATION OF WOMEN: 5,2%

PRESIDENTS OF PREFECTURAL ADMINISTRATIONS
UNCHANGED PARTICIPATION OF WOMEN: 0%

TRANSFERABLE GENERAL SECRETARIES OF REGIONS
REDUCTION IN WOMEN'S PARTICIPATION BY 7,6%

CABINET FROM 8 TH TO 9TH PERIOD
INCREASE IN WOMEN MINISTERS BY 4%
INCREASE IN WOMEN VICE-MINISTERS BY 5%
INCREASE IN WOMEN SECRETARIES GENERAL OF MINISTRIES: 2,6%

- *Eighth period data on elected members of Prefectural and Municipal Councils were not available*
- *Collected data/ Sources FOREIGN MINISTRY / CABINET*

MINISTERIAL CONFERENCE

- Two tables showing percent indices follow
- Analysis of data: General Secretariat for Equality

Processed by: General Secretariat for equality, YPESDDA

ELECTIONS 22/9/1996			
	Women	Total MPs	Percentage
PASOK	7	163	4%
ND	6	108	6%
DIKKI	1	8	12.5%
SYN	3	10	30%
KKE	2	11	18%
Total	19	300	6.3%

ELECTIONS 9/4/2000			
	Women	Total MPs	Percentage
PASOK	17	158	11%
ND	10	125	8%
KKE	2	11	18%
SYN	2	6	33%
Total	31	300	10.3%

ELECTIONS 9 TH APRIL 2000			
PERCENTAGE OF WOMEN CANDIDATES IN TOTAL NUMBER OF CANDIDATE MPs			
	Total candidates	Women	Percentage
PASOK	389	42	10,79%
ND	389	38	9,76%
KKE	378	63	16,66%
SYN	376	86	22,87%
DIKKI	370	47	12,70%
Total	1902	272	14,30%

ELECTIONS 9 TH APRIL 2000 PERCENTAGE OF WOMEN CANDIDATES AND ELECTED	Candidates	Elected	Percentage
PASOK	42	17	40,47%
ND	38	10	26,31%
KKE	62	2	3,22%
SYN	86	2	2,32
DIKKI	47	0	
Total	272	31	11,39%

SENIOR ADMINISTRATIVE STAFF

In public administration services, the situation is as follows:

Grand total of heads of public services					
DIRECTORATES		DEPARTMENTS		AUTONOMOUS OFFICES	
MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
69,9	30,1	59,9	40,1	56,3	43,7

Grand Total of senior executives in public sector organisations					
DIRECTORATES		DEPARTMENTS		AUTONOMOUS OFFICES	
MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
44,1	55,9	27,9	72,1	37,6	62,4

Among organisations of the public sector, Nursing Institutions predominate, employing some 70.000 staff. Women have by far the greatest share in the sector of health/nursing and hold most posts of supervisors.

Source: YPESDDA/GGDD, Bulletin of statistical data on public sector personnel
Census 31.12.1998, unpublished data
PROCESSED by: Research Centre on Equality Matters (KETHI)

JUDICATURE

The percentage of women in the judicature shows a significant rise both in terms of entry and in terms of promotion.

From data by sex concerning judges serving in civil courts compiled in July 2000 by the Ministry of Justice, Directorate of Court Operation and Judges, the following picture emerges:

WOMEN JUDGES SERVING ON THE COUNCIL OF STATE AND IN REGULAR ADMINISTRATIVE COURTS

COUNCIL OF STATE

VICE - PRESIDENTS		
none		
Organic posts	Women	Percentage
42	8	19%
ASSESSORS OF THE COUNCIL OF STATE		
Organic posts	Women	Percentage
48	23	47,9%
RAPPORTEURS AND SENIOR RAPPORTEURS		
Organic posts	Women	Percentage
50	26	52%

REGULAR ADMINISTRATIVE COURTS

PRESIDENTS OF ADMINISTRATIVE COURTS OF APPEALS		
Organic posts	Women	Percentage
48	6	12,5%
APPEAL JUDGES OF ADMINISTRATIVE COURTS		
Organic posts	Women	Percentage
178	90	50,5%
PRESIDENTS OF DISTRICT ADMINISTRATIVE COURTS		
Organic posts	Women	Percentage
89	60	67,4%

DISTRICT JUDGES AND ASSESSORS OF DISTRICT ADMINISTRATIVE COURTS			
Organic posts	Serving	Women	Percentage
373	260	206	79,2%

JUSTICES OF THE PEACE (2nd grade)		
Organic posts	Women	Percentage
240	180	75%
JUSTICES OF THE PEACE		
Organic posts	Women	Percentage
280	232	82,8%

WOMEN JUDGES IN CIVIL AND CRIMINAL COURTS

<table>
<tr><th colspan="4">SUPREME COURT</th></tr>
<tr><td colspan="4">none</td></tr>
<tr><th colspan="4">PRESIDENTS OF APPELLATE COURTS</th></tr>
<tr><td>Organic posts</td><td colspan="2">Women</td><td>Percentage</td></tr>
<tr><td>84</td><td colspan="2">4</td><td>4,76%</td></tr>
<tr><th colspan="4">APPEAL JUDGES</th></tr>
<tr><td>Organic posts</td><td colspan="2">Women</td><td>Percentage</td></tr>
<tr><td>345</td><td colspan="2">82</td><td>23,7%</td></tr>
<tr><th colspan="4">ASSOCIATE PUBLIC PROSECUTORS IN APPELLATE COURTS</th></tr>
<tr><td>Organic posts</td><td colspan="2">Women</td><td>Percentage</td></tr>
<tr><td>91</td><td colspan="2">3</td><td>3,2%</td></tr>
<tr><th colspan="4">PRESIDENTS OF DISTRICT COURTS</th></tr>
<tr><td>Organic posts</td><td colspan="2">Women</td><td>Percentage</td></tr>
<tr><td>300</td><td colspan="2">160</td><td>53,3%</td></tr>
<tr><th colspan="4">PUBLIC PROSECUTORS IN DISTRICT COURTS</th></tr>
<tr><td>Organic posts</td><td colspan="2">Women</td><td>Percentage</td></tr>
<tr><td>143</td><td colspan="2">38</td><td>26,57%</td></tr>
<tr><th colspan="4">DISTRICT COURT JUDGES AND ASSOCIATES</th></tr>
<tr><td>Organic posts</td><td>Serving</td><td>Women</td><td>Percentage</td></tr>
<tr><td>790</td><td>690</td><td>475</td><td>68,8%</td></tr>
<tr><th colspan="4">ASSOCIATE PUBLIC PROSECUTORS IN DISTRICT COURTS AND ASSISTANTS IN PUBLIC PROSECUTOR'S OFFICE</th></tr>
<tr><td>Organic posts</td><td>Serving</td><td>Women</td><td>Percentage</td></tr>
<tr><td>232</td><td>184</td><td>102</td><td>55,43%</td></tr>
<tr><th colspan="4">JUSTICES OF THE PEACE (1st grade)</th></tr>
<tr><td>Organic posts</td><td colspan="2">Women</td><td>Percentage</td></tr>
<tr><td>135</td><td colspan="2">97</td><td>71,8%</td></tr>
</table>

SECURITY FORCES:

The number of women serving in the Greek Police Forces is steadily increasing. This is shown by the data of the Ministry of Public Order from the latest census of July 2000.

GREEK POLICE FORCE			
MEN		WOMEN	
OFFICERS	SUBALTERNS	OFFICERS	SUBALTERNS
4.097	37.195	185	3.780
TOTAL MEN		TOTAL WOMEN	
41.292		39.665	
BORDER GUARDS			
MEN		WOMEN	
1.972		219	
TOTAL BORDER GUARDS			
2192			
SPECIAL GUARDS			
MEN		WOMEN	
948		-	
TOTAL FORCE GREEK POLICE			
48.397			

<table>
<tr><th colspan="4">FIRE BRIGADE</th></tr>
<tr><td colspan="2">MEN</td><td colspan="2">WOMEN</td></tr>
<tr><td>OFFICERS</td><td>SUBALTERNS</td><td>OFFICERS</td><td>SUBALTERNS</td></tr>
<tr><td>848</td><td>8.300</td><td>2</td><td>250</td></tr>
<tr><td colspan="2">TOTAL MEN</td><td colspan="2">TOTAL WOMEN</td></tr>
<tr><td colspan="2">9.148</td><td colspan="2">252</td></tr>
<tr><td colspan="4">TOTAL FORCE FIRE BRIGADE</td></tr>
<tr><td colspan="4">9.400</td></tr>
</table>

WOMEN	YEAR				
	1996	**1997**	**1998**	**1999**	**2000**
OFFICERS	126	141	143	161	185
SUBALTERNS	2.262	2.388	2.579	3.017	3.780
TOTAL WOMEN	2.388	2.529	2.722	3.187	3.965
BORDER GUARDS	-	-	-	219	219

ARMED FORCES

The number of women serving in the Armed Forces has increased impressively in the last years. This is shown by the data of the General Staff of National Defense, according to which the total number of serving women as per the census of July 1990 is 6.472.

An analysis of the total figure shows:

Army:	3.115
Navy:	1.756
Air Force:	1.525
Joint corps:	76

compared with 1168 women in the Army, 492 in the Navy and 1136 in the Air Force according to 1992 figures.

TRADE UNIONS:

In the trade union sector, participation of women continues to be low and has remained constant in the last five years.

According to data of the last three-year period starting in 1998, the census of the Organisational Section of GSEE showed the following picture:

Worker's Centres: 85
Total board members: 992
Men: 897
Women: 95

Federations: 67
Total board members: 998
Men: 900
Women: 98

GSEE
Total board members: 45
Men: 42
Women: 3

POSITIVE ACTIONS AND MEASURES

An equal distribution of authority between the sexes will ensure a balance in their roles and will reverse the logic of discrimination, which weakens the interest of women in economic and political centres.

Therefore, based on the rationale that:

a. Women continue to be under-represented in decision-making structures in the political, economic, social, and cultural sector,

b. A balanced participation of men and women in the decision-making process is a democratic requirement,

c. the poor representation of women in decision-making structures is due among other things to the late access of women to equality of civic and political rights, to the barriers interfering with their financial independence, and to the difficulty in reconciling their working and family lives,

d. the poor representation of women in decision-making positions constitutes a loss for society as a whole and may prevent full consideration of the interests and needs of the entire population,

e. the measures directed at achieving a balanced participation of women and men in the decision-making process in all sectors should keep pace with the incorporation of equality of opportunities between women and men in all policies and actions,

f. a balanced participation of women and men in the decision-making process may contribute to forming different concepts, values and attitudes, such as are apt to lead towards a more just and more balanced world for both women and men.

The General Secretariat for Equality has proposed a bill of law which is expected to be voted by the Greek Parliament in summer 2000: it aims at a balanced participation of men and women in the decision-making process in the public administration, the organisations of the public and the private sector as well as in the regions and in the bodies of 1st and 2nd grade local administration.

Specifically, the provisions stipulate the following:

1. a) In the departmental boards of public administration services, of organisations of the public sector and of local administration bodies, the number of members of each sex nominated by the Administration shall be at least equal to 1/3 of those nominated in accordance with the provisions in force, as long as a sufficient number of employees meeting the legal requirements for nomination serve in the body concerned and as long as the members nominated are more than one (1). A decimal figure, if any, shall be rounded up to the next integral unit.

b) In case of nomination or recommendation by the public administration, by organisations of the public sector and by local administration bodies of members of managing boards or other collective managing bodies organisations of the public or private sector, the number of the persons of each sex nominated or recommended shall be at least equal to a percentage of 1/3 of those nominated or recommended in accordance with the provisions in force, as long as the members nominated or recommended are more than one (1). A decimal figure, if any, shall be rounded up to the next integral unit.

Participation of women in sports federations

Law 2725/99, article 24, par. 9 stipulates that:

"In sports federations where sports or sports branches are cultivated which are practised by both sexes, a percentage of at least 20% of the number elected to their managing bodies shall be assigned to candidates of either sex, as long as the number of candidates of each sex is at least twice as high as the minimum number elected under the 20% provision."

The Research Centre for Equality Matters (KETHI) which is supervised by the General Secretariat for Equality is planning to elaborate a review study on issues of gender participation in decision-making centres.

KETHI participates as the partner for Greece in the project European Database on participation of women in decision-making centres; the database was set up in the framework of the 4th European Medium-Term Programme in 1997 and is intended to collect data from elections being held in European countries, from political parties, from parliaments etc. Interested persons may visit the database via Internet at the address: www.db-decision.de.

In March 2000, the General Secretariat for Equality in cooperation with KETHI circulated an honorary edition including all women MPs who graced the Greek Parliament with their presence and their activity from 1952, which is the year the first woman member of parliament was elected, to date.

In the context of its policy concerning measures to ensure a better combination of women's family and occupational duties so that women may be enabled to participate in the political institutions of the country, the General Secretariat for Equality in cooperation with KETHI and other competent Ministries, created under the Community Initiative NOW, Centres for Creative Occupation of Children and all-day kindergartens. These structures are now in operation and are spreading rapidly throughout the country.

In its endeavour to ensure the necessary conditions for a more massive and more substantial participation of women in the political and public life of our country, the General Secretariat for Equality cooperates with non-governmental women's organisations, associations, groups, and women's sections of parties.

The following are some examples of activities of these organisations with the cooperation of the General Secretariat for Equality:

1. POLITICAL WOMEN'S ASSOCIATION

It was established in June 1998 for the purpose of emphasizing the contemporary role of women and to enhance their representation and eligibility to elected bodies and in all decision-making centres.
Actions for equal representation of women in political decision-making centres.

Elections of October 1998

For local administration officials

Events in support of women candidates, creation of printed material, tours etc. in support of women candidates.

Euro-elections 1999

- Production of a TV spot and of radio messages broadcast as social messages
- Press interviews to inform public opinion about the views and positive actions of the Association and also to point out deficiencies of political parties
- Publication of an information pamphlet

These actions were financed through a project of DG X of the European Union and by the General Secretariat for Equality.

National elections 2000

A pre-election pamphlet and a radio message of the Political Women's Association to enhance information and awareness of the electoral body, in order to prompt support of women candidates of all political parties and assist their election to the Parliament.

2. PANHELLENIC NETWORK OF ELECTED WOMEN IN LOCAL ADMINISTRATION

Members of the network are women from all over Greece elected to the various degrees of local administration (prefectures, municipalities, communes, and municipality departments).

Its aim is to support women and encourage their broader participation in public affairs and in decision-making centres. During the present period, it will endeavour, among other things, to promote enactment of a system of quotas in participation of the two sexes in all political and administrative structures.

It has begun gathering data for a survey including detailed features of elected women in local administration (4-year period 1998 - 2002).

3. EUROPEAN WOMEN'S LOBBY

It was established in 1990 and includes over 2,700 organisations. Fourty-two of those are members of the Greek section.

The aim of women's participation in decision-making centres is actively pursued through all activities of the Political Women's Association, of the Network of elected women in local administration, and of the Research Centre for Mediterranean Women (KEGME). In connection with the latest euro-elections of 1999, the Greek Section called on all women's organisations and other appropriate bodies to vote for women members to the European Parliament.

4. KEGME (RESEARCH CENTRE FOR MEDITERRANEAN WOMEN, 1995 - 1999)

Activities of the Research Centre for Mediterranean Women (KEGME) in 1995 - 1999:
In the period 1995 - 1999, KEGME developed many and diverse activities in an endeavour to promote women's issues.

In connection with the issue" Women in Decision-Making Centres", KEGME organised the following events:

1996: Seven-day seminar in Moscow 17 - 21 April 1996. The seminar was one of the activities of the inter-state project "Establishing and monitoring women's rights in Russia" in the framework of the PHARE DEMOCRACY Project of the E.U. Participants in the inter-state project were KEGME and the Italian organisation AIDoS. The European Union and the United Nations Population Fund UNFPA funded the project.

1998 - 2000: In the framework of the development project for the women of Uganda, KEGME in cooperation with the local organisation Uganda Women Tree Planting Movement (UWTPM) organised twelve 7-day educational seminars, which dealt with women's rights, with special emphasis on Women at decision-making centres. The project is financed by the European Union, the United Nations Population Fund UNFPA, the Ministry of Foreign Affairs of Greece, and the Macedonia-Thrace Bank.

1997: May 17 - 19: At the European Congress "Women, Citizenship and Equal Rights" held in Berlin, KEGME presented a contribution on "The position of Greek Women in Politics"

1998: A one-day awareness meeting on June 2, in cooperation with the European Women's Lobby on the topic: "Euro-elections 1999, Women vote: Positions and Priorities". The meeting was organised under the auspices of the General Secretariat for Equality.

ARTICLE 8

PARTICIPATION OF WOMEN AT THE INTERNATIONAL LEVEL

INTERNATIONAL REPRESENTATION

Gender is no longer a restraining factor in the representation of Greece on an international scale or in the participation of women in the proceedings of international organisations. The presence of women in the diplomatic corps and, generally, in the official delegations of the country at the international level appears to have improved.

In the diplomatic corps, there is a continuing increase in the presence of women, as is attested by the following data. The share of women in the higher echelons is indeed very limited. It should be noted that one woman only is serving with rank of Ambassador from Personalities and no one at the rank of Ambassador, in contrast with male diplomats whose numbers in the corresponding ranks are 11 and 20, respectively.

Ambassador from Personalities:	WOMEN: 1	MEN: 11
Ambassador	0	20
Minister plenipotentiary A	1	66
Minister plenipotentiary B	6	74
Embassy councilor A	31	123
Embassy councilor B	17	40
Embassy secretary A	15	24
Embassy secretary B	7	23
Embassy secretary C	14	22
Attache	6	11
Total	98	414

Source: Ministry of Foreign Affairs, March 2000)

For the 5-year period 2000 - 2005 there is one woman - representative of Greece serving as a Commissioner of the European Union, in charge of Social Affairs and Employment.

Finally, it must be pointed out that GSE as the competent state organisation in this field and having staff responsibility in promoting the principle of equal opportunities between women and men, implements in practice article 8 of the International Convention CEDAW through its active participation in the Europeam Union, in the United Nations Organisation, the Organisation for Economic Cooperation and Development, the Organisation for Security and Cooperation in Europe, and in the Council of Europe.

ARTICLE 9

EQUAL RIGHTS TO NATIONALITY AND CITIZENSHIP

NATIONALITY

As mentioned in our previous reports, laws 1438/84, 1832/89 and 1250/82 (introduction of civil marriage), amended the Code of Greek Nationality and sanctioned complete equality between men and women with regard to the acquisition, change and maintenance of the Greek nationality. All discriminations contained in the previous law on nationality were abolished. Moreover, the acquisition or loss of nationality after marriage was liberalised.

More recently, law 2130/1933 stipulated the terms and conditions of acquiring the Greek nationality through naturalisation. The law does not include any discrimination between men and women.

Basic conditions for naturalisation:

a) A statement by the foreigner, to be submitted to the mayor or commune president of his or her place of residence, to the effect that the foreigner wishes to be naturalised.

b) A 10-year long total period of residence in Greece in the 12 years preceding submission of the application for naturalisation or a five-year stay in Greece from the statement for naturalisation.

c) An application for naturalisation to be submitted to the Ministry of Foreign Affairs.

Finally, the same law regulates issues concerning repatriated persons of Greek origin (registration in municipal registers, change of name and surname, etc.)

ARTICLE 10

EQUAL RIGHTS TO EDUCATION AND VOCATIONAL TRAINING

The General Secretariat for Equality cooperates with the Ministry of Education and with educational experts to ensure that schools are converted from places creating and maintaining stereotypes to places fighting against discriminations. For this purpose it enacts, designs and organises measures to ensure:

a. Elimination of discrimination between boys and girls in the educational community (stereotypes, role models).

b. Dissemination of equality policies in the educational sector i.e. studies' curriculum, vocational guidance, and connecting education to labour market.

c. Introduction of study programmes for women at universities and carry out research and studies concerning gender equality in education.

STRUCTURE OF THE EDUCATIONAL SYSTEM

Preschool education

Kindergartens are mixed: they admit girls and boys aged 3-and-a-half to 5-and-a-half years, and attendance is optional.
Table 1 shows the difference in boys and girls. This difference is due to demographic factors.

Elementary education

Elementary school lasts 6 years and is compulsory for all children aged 5½ to 12 years. In recent years, there has been a reduction in the number of pupils attending elementary school as a result of the low birth rate associated with the difficulties faced by women in the family and in society by large.

The number of boys and girls enrolled in elementary schools is approximately equal, as can be seen from table 1.

Tables by sex and level of education

School year	Kindergarten	Total	Girls	%Girls
1994-95	5.603	130.975	64.558	49,3%
1995-96	5.603	127.947	62.794	49,1%
1996-97	5.542	132.746	65.016	49,0%
1997-98	5.681	141.044	69.375	49,2%
1998-99	5.654	142.559	69.626	48,8%

School year	Elementary	Total	Girls	%Girls
1994-95	7.066	702.687	340.306	48,4%
1995-96	6.853	675.267	327.141	48,4%
1996-97	6.651	652.040	316.199	48,5%
1997-98	6.705	648.608	314.350	48,5%
1998-99	6.164	645.514	312.710	48,4%

Secondary education

Secondary education comprises all gymnasiums and lyceums. Attendance for 3 years is compulsory. Pupils having completed elementary school are enrolled in gymnasium without examinations. Table 1 shows the number of secondary schools (public and private) and the distribution of pupils by sex.

As of 1998, lyceums are divided into: a) Comprehensive lyceums which have replaced the General Lyceums (G.L.), the Comprehensive Multi-Sectorial Lyceums (E.P.L.) and the Technical Vocational Lyceums (TEL) b) Technical Vocational Teaching Institutes (TEE) replacing Technical Vocational Schools (TES). Studies last 3 years in day schools and 4 years in night schools. Differences in the choice of lyceum type between boys and girls are shown in the following tables. As can be seen, girls opt more frequently for Comprehensive Lyceums, while their presence in the TEE is lower compared with boys. Data appearing in the tables of the Ministry of Education show that attendance of girls at lyceums with a technological orientation has increased.

School year	Gymnasium	Total	Girls	%Girls
1994-95	1.866	434.019	206.762	47,6%
1995-96	1.899	421.909	201.022	47,6%
1996-97	1.912	407.097	195.390	48,0%
1997-98	1.924	392.434	186.924	47,6%
1998-99	1.923	377.482	179.440	47,5%

School year	General Lyceums	Total	Girls	%Girls
1994-95	1.216	251.660	139.059	55,3%
1995-96	1.232	252.454	138.934	55,0%
1996-97	1.230	245.116	135.503	55,3%
1997-98	1.242	242.867	133.586	55,0%

School year	EPL	Total	Girls	%Girls
1994-95	31	24.623	13.268	53,9 %
1995-96	39	26.900	14.557	54,1%
1996-97	51	29.988	16.499	55,0%
1997-98	52	30.974	17.246	55,7%

School year	TEL	Total	Girls	%Girls
1994-95	356	113.844	51.277	45,0%
1995-96	340	110.670	48.067	43,4%
1996-97	333	109.884	49.789	45,3%
1997-98	326	104.765	48.194	46,0%
General Lyceums* (1998-99)	1.411	292.039	158.870	54,4%

**Since 1998, all types of Lyceums function as general Lyceums.*

School year	TES	Total	Girls	%Girls
1994-95	169	21.031	2.149	10,2%
1995-96	170	23.219	2.884	12,4%
1996-97	178	25.481	3.919	15,4%
1997-98	179	27.596	5.164	18,7%
T.E.E.* 1998-99	494	101.162	38.912	38,4%

**Since 1998, TEE have substituted TES.*

ELP: Vocational Lyceums
TEL: Technical Vocational Lyceums
TES: Technical Vocational Schools

Source: Ministry of Education
Processed by General Secretariat for Equality

Higher/tertiary education

Tertiary education includes universities (AEI) and Technical Schools of Vocational Education (TEI). Students are admitted:
On passing national examinations, which preclude any discrimination based on sex or any other factors.

Participation of boys and girls in the overall tertiary education does not show any significant deviation compared to previous years. There is, however, a significant difference in the distribution of girls among the various branches and departments of schools. This is due, among other things, to the assistance of vocational guidance advisers who have frequent contacts with the students in secondary schools.

TABLE OF STUDENTS
AT FIRST IMMATRICULATION IN UNIVERSITIES

YEAR	Total	Women
1995-1996	104.045	57.696
1997-1998	127.939	61.926
1) Education science and Teacher Training		
	10.862	7.781
	10.796	7.749
2) Letters, religion, theology		
	19.761	15.509
	21.268	16.701
3) Fine arts, applied arts		
	2.077	1.514
	20.526	1.776
4) Law		
	6.662	4.290
	7.696	4.999
5) Social science and Behavioural sciences		
	12.626	7.353
	13.481	7.997
6) Commerce and Business Administration		
	6.290	3.352
	6.938	3.700

→

YEAR	Total	Women
1995-1996	104.045	57.696
1997-1998	127.939	61.926
7) Information and Documentation		
	1.083	872
	1.205	950
8) Home Economics		
	159	133
	295	245
9) Positive and Natural Sciences		
	6.984	2.956
	7.264	3.150
10) Mathematics and Computer Science		
	6.738	2.765
	7.069	2.962
11) Medicine, Health Science and Hygiene		
	9.999	4.616
	10.343	4.817
12) Engineering		
	13.028	3.032
	13.165	3.121
13) Architecture and Land Planning		
	2.522	1.308
	2.637	1.433
14) Industrial Production professions		
	349	173
	362	175
15) Agriculture, Forestry, Fishery		
	4.276	1.666
	4.187	1.730
16) Other and non-specified sectors		
	629	376
	707	421
	Total: **119.580**	*Women:* **68.281**

* *corresponding to the years 1995-1996*

* * *corresponding to the years 1997-1998*

TABLE OF STUDENTS AT FIRST IMMATRICULATION IN HIGHER TECHNICAL EDUCATION		
YEAR	Total	Women
1995 - 1996 *	60.378	30.401
1997 - 1998 **	69.334	35.258
1) Letters, religion, theology		
	601	-
	590	-
2) Fine Arts and Applied Arts		
	1.682	1.219
	1.544	1.138
3) Social Sciences and Behavioural Sciences		
	924	763
	989	834
4) Commerce and Business Administration		
	14.404	8.756
	16.384	10.348
5) Information Science and Documentation		
	595	464
	774	588
6) Training for Tertiary Sector		
	4.584	3.072
	4.702	3.166
7) Mathematics and Computer Science		
	895	285
	1.366	479
8) Health and Hygiene Medical Sciences		
	9.998	7.763
	10.696	8.471
9) Engineering		
	14.304	3.297
	17.263	4.368
10) Architecture and Land Planning		
	333	185
	368	212
11) Industrial Production Professions		
	3.751	1.834
	4.268	2.122
12) Transport and Telecommunications		
	3.371	36
	3.302	24
13) Agriculture, Forestry, Fishery		
	4.936	2.421
	6.885	3.442

* *corresponding to the years 1995-1996*

** *corresponding to the years 1997-1998*

Vocational Training Institutes

As mentioned in previous National Reports, there are also Vocational Training Institutes (IEK) operating in Greece, which are not included in the various levels of the formal educational system. These institutes supplement the educational system and help young people enter labour market. Aim of the IEKs is to provide any type of vocational training - either initial or complementary - that may facilitate young people's vocational integration in society and ensure their adaptation to the changing requirements of production. IEKs admit holders of gymnasium or lyceum certificates.

Private and public IEKs offer training in 160 specialties at various levels, all of which are equally available to boys and girls (see Tables A and B).

In addition to the sectors mentioned, new specialties will be introduced from 2000 onwards in the geotechnical field, such as management of agricultural production units and agro-tourism technicians, home agro-industry, and environment with a view to providing social and financial support to rural populations
Both public and private IEKs are administered by O.E.E.K.

The Organisation for Vocational Education and Training (O.E.E.K.) established in the framework of E.S.E.K. (Vocational Education and Training Operational Plan) is administratively and financially autonomous, it is supervised by the Ministry of National Education and Religion, and its aims are:

- to put the aims of E.S.E.E.K. into effect
- to organise and operate Public Vocational Training Institutes (IEK) in the field of responsibility of the Ministry of Education
- to supervise and control private IEKs
- to define the regulatory framework for the operation of IEKs of other public departments as far as the subjects of training offered are concerned.

Educational staff

In pre-school education, the great majority of teachers are women. In recent years a modest increase has been noted in the number of men kindergarten teachers.

The distribution of teachers in elementary and secondary education in the school years 1994 - 1995 is shown in Table 2.

PERCENTAGE OF FEMALE TEACHING STAFF BY LEVEL OF EDUCATION

	KINDERGARTENS			ELEMENTARY		
School year	Total	Women	% Women	Total	Women	% Women
1994-95	8.428	8.406	99,7%	44.168	24.219	54,8%
1995-96	8.573	8.550	99,7%	45.128	25.247	55,9%
1996-97	8.789	8.752	99,6%	46.785	26.490	56,6%
1997-98	8.897	8.853	99,5%	47.662	27.085	56,8%
1998-99	8.965	8.855	98,7%	47.684	27.264	57,2%

	GYMNASIUMS			GENERAL LYCEUMS		
School year	Total	Women	% Women	Total	Women	% Women
1994-95	31.77 4	20.050	63,1%	18.958	9.259	48,8%
1995-96	33.440	21.177	63,3%	18.617	9.224	49,5%
1996-97	35.397	22.523	63,6%	18.935	9.476	50,0%
1997-98	36.189	23.019	63,6%	19.387	9.822	50,7%
1998-99	36.581	23.111	63,2%	-	-	-

	EPL			TEL		
School year	Total	Women	% Women	Total	Women	% Women
1994-95	2.134	1.065	49,9%	10.916	5.063	46,4%
1995-96	2.321	1.162	50,1%	10.816	5.090	47,1%
1996-97	2.862	1.461	51,0%	10.882	5.227	48,0%
1997-98	3.083	1.619	52,5%	10.926	5.348	48,9%
	GENERAL LYCEUMS					
1998-99*	27.210	13.764	50,6%			

**1998 - 99: G.L., EPL and TEL replaced by Comprehensive Lyceums*

	TES		
School year	Total	Women	% Women
1994-95	2.731	583	21,3%
1995-96	2.904	656	22,6%
1996-97	3.121	756	24,2%
1997-98	3.504	885	25,3%
	TEE		
1998-99*	10.943	4.586	41,5%

**1998 - 99: TES replaced by Technical Vocational Teaching Institutes (TEE)*

School counselors

As mentioned in previous National Reports, the institution of school counselors was established by law 1304/82. Their duties include issues of equality and fight against traditional models in the educational system.

The number of women school counselors at the three levels of education has increased in the last years. The current situation in elementary education is as follows:

	Total	Women
Elementary school	300	16
Special education	16	-
Pre-school education	50	47
Secondary education	251	52

TEACHING STAFF AT TERTIARY EDUCATION LEVEL

In tertiary education, the participation of women has increased in the last five years. Women are usually appointed to the lower levels and are promoted at a slower rate than men. The tables included in the annex show the distribution of teaching staff in tertiary education (Table 3).

TABLE 3				
Academic year 1994 - 1995	***Grand total of teaching staff***			
	Men	%	Women	%
GRAND TOTAL	6.731	71,3%	2.714	28,7%
TOTAL DEP	5.016	57,2%	287	42,8%
Total non-doctors				
TOTAL SCIENTIFIC TEACHING STAFF	1.332	60,8%	856	39,2%
Academic year 1995 - 1996	***Grand total of teaching staff***			
	Men	%	Women	%
GRAND TOTAL	6.846	72,5%	2.595	27,5%
TOTAL DEP	5.164	76,4%	1.591	23,6%
Total non-doctors	-	-	-	-
TOTAL SCIENTIFIC TEACHING STAFF	-	-	-	-

→

Academic year 1996 - 1997	Grand total of teaching staff			
	Men	%	Women	%
GRAND TOTAL	6.918	72,2%	2.667	27,8%
TOTAL DEP	5.155	76,3%	1.600	23,7%
Total non-doctors	320	55,2%	260	44,8%
TOTAL SCIENTIFIC TEACHING STAFF	1.443	64,1%	807	35,9%
Academic year 1997 - 1998	**Grand total of teaching staff**			
	Men	%	Women	%
GRAND TOTAL	7.061	72,1%	2.773	27,9%
TOTAL DEP	5.231	75,2%	1.724	24,8%
Total non-doctors	311	58,6%	220	41,4%
TOTAL SCIENTIFIC TEACHING STAFF	1.519	65,9%	786	34,1%

FURTHER EDUCATION OF TEACHERS

In recent years, further education of teachers at all levels is carried out at Regional Educational Centre (PEK) operating throughout the country.

One of the priorities of GSE concerning the Ministry of Education is to introduce gender equality in teachers' further education. For this purpose, the General Secretariat for Equality in cooperation with the Research Centre on Equality Matters (KETHI) and the Ministry of Education, has recently conducted a series of seminars to inform teachers in the province on equality issues (see Positive Actions GSE and tables in Fig. 6a, 6b and 6c)

Seminars in 1997

Seminars in Thessaloniki October 1997		
Sex	Number of participants	Percentage
Men	10	17,9%
Women	46	82,1%
Total	56	100,0%
Level	**α/α**	**%**
Primary	4	7,1%
Pre-school		
Primary	8	14,3%
Secondary	44	78,6%
Total	56	100,0%

Athens Seminar, December 1997		
Sex	Number of participants	Percentage
Men	17	32,1%
Women	36	67,9%
Total	53	100,0%
Level	α/α	%
Primary		
Pre-school	3	5,1%
Primary		
Secondary	42	79,2%
Total	53	100,0%

Programme: *"Further Education - Awareness for teachers in matters of gender equality in Education" - EPEAEK 1998 - 1999*

	Number of Level of Teachers		Specialties education	School of trainers	Units
	MEN	WOMEN			
ATHENS	1	12	Primary (4 teach.) Secondary (9 teach.gymn)	4 w.prim.teach 6 philologists 2 theologians 1 home econom.	29th prim. 3rd gymn. 65th gymn.
	TOTAL 13				
THESSALONIKI	MEN -	WOMEN 9	secondary (9 teach.)	1 phys.educ. 6 philologists 1 economist 1 agronomist	Filyro gymn. 1st gymn. Ano Tumba
	TOTAL 9				
	MEN 2	WOMEN 10			
PATRA			Primary (3 teach.) secondary (9 teach. Gymn.)	3 m.prim.teach 2 philologists 3 physics teach. 1 mathematician 1 inform.scient. 1 phys.educ.	35th prim. 11th gymn. 8th gymn.
	TOTAL 12				
IRAKLIO CRETE	MEN 2	WOMEN 9	primary (11 teach.)	9 m.prim.teach. 2 kindergart.teach.	53th prim. 54th prim. 10th Kind.
	TOTAL 11				

Women and new technologies

According to a research, conducted in Greece by the University of Patras in two stages (1987-1991 and 1991-1995) in 137 gymnasiums offering the subject of information technology to 3.755 pupils with 517 teachers, the response of boys to computers is more positive than that of girls. Moreover, the performance of boys at electronic computers is higher than that of girls. It should be noted that girls have a low self-esteem as regards their ability to use electronic computers and that they therefore develop a negative attitude towards such use. According to the research, the different attitudes of girls and boys follow the pattern of dominant social stereotypes. Specifically, the dominant male stereotype (dealing with machines, constructions etc.) can be regarded as including electronic computers. In fact, the result of that is a perpetuation of classic stereotypes and inequalities in the sector of new technologies.

The computer is of male gender, typing is feminine. The expectation that social stereotypes might be reversed after the automation of production that eliminated the separation between male and female work proved wrong. Factors, such as professional hierarchy and control of working procedures play a more important role in the distribution of work between the sexes. Therefore, the introduction of new technologies did not bring about any substantial changes in the distinction of occupations into male and female. On the contrary, it reinforced the male ideology. In this context, it is no coincidence that in the public sector, 99,5% of staff responsible for feeding data into electronic computers are women typists. On the contrary, in the category of "Programmers-Analysts", men occupy 90% of jobs and women 10%. With a view to improving the attitude of girls to new technologies, GSE, in cooperation with KETHI, organised in Thessaloniki a congress on "New Technologies and Education" in 1998.Moreover, the Ministry of Education, in the framework of EPAEK, developed the action "Information science" in schools, where out of 38.000 beneficiaries, girl beneficiaries numbered 18.000 (49,7%).

Illiteracy

In recent years, an improvement in the rate of illiteracy and semi-illiteracy of the Greek population has been noted.

According to a study by the National Book Centre entitled "Panhellenic Investigation of Illiteracy", Athens, 1998, and according to data made available by the Secretariat General for Further Popular Education" (GGLE) of the Ministry of Education, illiteracy dropped spectacularly, following the drastic measures taken by the government departments concerned. This does not mean that illiteracy has been entirely eliminated. A survey by the Ministry of Education showed that functional illiteracy is reproduced through the educational system, which results in illiteracy among the young.

Young illiterates are to be found among school dropouts, and among those who were never enrolled. There are also some losses in the transition from primary to secondary education.

The problem is worse in border areas and among some population groups, such as gypsies and prison inmates. The term "functional illiteracy" implies whether or not a person has completed 9 years of compulsory education (primary school and gymnasium).

According to recent data from a census of that population, 47,7% of 16-year-olds have not completed compulsory education. The percentage of illiterate women is higher than that of men. The percentage differences are affected by geographical location and population distribution into urban, semi-urban or rural (farmers, workmen, gypsies, Muslims, minorities etc.)

Basic illiteracy is a complex social problem. Among the female population, illiteracy is to be found more frequently in rural areas and among older age groups, according to the latest 1991 census. It has completely disappeared among younger age groups.

This improvement is evident from labour force tables, where in a survey conducted in 1995 and 1999, the educational level for boys and girls was recorded for the whole country by regions classified as urban, semi-urban and rural.

GGLE has taken the following measures against illiteracy in mountainous, insular and border regions, where illiteracy is most prevalent among women.

The policies it develops contribute to a reduction of the "educational deficit" afflicting a large portion of the active population as a result of illiteracy and lack of basic skills and educational qualifications; in other words, due to problems that interfere with development of human resources.

It takes the following actions:

A. Publishes pamphlets, such as:

1. Adult illiteracy

2. A method for learning Greek as a foreign language, under the title: "Communicating in Greek". This manual is distributed to all persons learning Greek in the context of training programmes

B. Further education programmes for women in the groups concerned, and provision of incentives, like the following:

GGLE conducts training and further education courses, in which women participation amounts to about 65%.

- Within the GENERAL ADULT EDUCATION (LITERACY), some 50 courses were organised (in 1999) with financing from national resources (NELE subsidies).
- Women (Axis NOW) 1997 - 2000

N°	PROGRAMME	GGLE ACTIONS
1.	Support to women's populations in local communities in Thrace	Diffusion - awareness-day meeting
2.	Employment & Tourism Development In Sterea Ellada: Amphitrite II	One day-meeting
3.	Euroverde	Information brochures-posters
4.	Unemployed women graduates in social sciences and development of the local community	Information brochures-posters
5.	Women in employment and entrepreneurship	Awareness of social partners and public opinion

Intercultural education

Under law 1566/85 on "all children are entitled to education regardless of sex, religion etc." in Greece. As regards foreign pupils and repatriates, in particular, the following is to be noted:

Under the Presidential Decrees 297/78, 155/78, 121/95 art. 2, foreign pupils residing in Greece, regardless of their country of origin, and if their parents or guardians in Greece so desire, may be admitted to primary schools. They can be admitted to gymnasium or lyceum upon presentation of an appropriate certificate from a foreign school or a certificate of transfer.

Art. 3 of law 1351/1983 "Admission of students to Tertiary Education", regulates matters relating to the admission of candidates of foreign nationality or born abroad.

1997 - 1998		
	Total	Women
Primary school		
Repatriates	30.984	14.675
Foreigners	17.361	8.312
Gymnasium		
Repatriates	10.793	5.440
Foreigners	3.014	1.549
Comprehensive multi sectorial lyceum		
Repatriates	208	132
Foreigners	14	10
General lyceum		
Repatriates	2.002	122
Foreigners	513	3
Technical vocational and clergy education		
Repatriates	1.984	896
Foreigners	337	122

POSITIVE ACTIONS OF THE GENERAL SECRETARIAT FOR EQUALITY

To ensure effective implementation of its policy for equality between boys and girls in education, the General Secretariat for Equality has undertaken the following activities:

A. In implementation of the conclusions of the conference organised in 1994 by GSE with the Commission of the European Union, the Research Board for Equality with GSE in cooperation with the Ministry of National Education and Religion, the General Secretariat for Equality in cooperation with academic experts in matters of equality, designed educational material to enhance awareness among teachers. The programme was co-financed by the Commission of the European Union and was carried out with European cooperation.

B. The General Secretariat for Equality in cooperation with KETHI implemented a programme of awareness for schoolteachers employed in Athens and Thessaloniki. The proposals involved included the following actions:

1. Designing of non-sexist material for interventions in the educational system
2. Holding two 3-day seminars with a view to increasing awareness among school teachers
3. Experimental application at school
4. Two-day presentation of the results of teachers' endeavours, conclusions and proposals

C. Based on the observations and conclusions of the teachers, the observations of the research team and the conclusions of the evaluation team for the previous action plan (in Athens and Thessaloniki), a new level of action was drafted: this was put into effect in 1998 and will be completed by the end of 1999. The following points are stressed in particular:

1. Decentralisation of actions into four cities (Athens, Thessaloniki, Patra, Iraklio)
2. Concentration of efforts on the particular selected school
3. Use of teachers who took part in further education programmes
4. Presentation of the involvement of teachers in the research process and in the generation of educational material comprising the basic elements of the awareness programme of further education
5. Networking of teachers through KETHI's Internet site
6. Copperation among teachers, parents and local authorities at school level
7. Publication of teachers' contributions
8. Exchange of views with experts from other countries of the European Union.

The programme concerns further education and awareness of pre-school, elementary and secondary school teachers in matters of gender equality. About 350 teachers participate in the further education process and in its practical application. Of these teachers, 18,5% are in elementary and pre-school education and 81,5% in secondary education.

As is well known, phenomena of inequality are more marked in the distribution of work by sex, in the traditional determination of roles in the family, and in the limited participation of women in political and social life, and in decision-making.

Therefore, the actions planned with a view to increasing awareness of teachers in matters of equality (EKAEK) were carried out as planned within 1999 in the four cities Athens, Thessaloniki, Patra, Iraklio.

They involved in particular:

- A number of schools (11) and of teachers (45) were chosen in these cities (see table attached). Period: February 1999.
- In each city, a team of university researchers (3) was set who assisted the group of teachers in carrying out the research (see tables attached). Period: February 1999.
- Seminars were conducted for the groups of teachers (a total of 45 men and women beneficiaries), and the framework of the research work to be undertaken was defined. Period: February - April 1999.
- The actual research work was performed in the various sites. Period: March - September 1999.
- Three open events were organised in the school premises in Athens, Thessaloniki and Patra with participation of teachers and parents, and the results of the research work accomplished by the local groups were presented. Period: October - November 1999.
- A second two-day conference was organised in Iraklio, Crete, entitled: "Education and Sex: The teacher's role": the overall results of the programme were presented and future targets were set for the General Secretariat for Equality, for KETHI and the Ministry of Education. Period: December 1999.

The above activities are still being pursued.

GSE's aims are the following:

A. Revision of school books. We plan to organise a workshop-meeting involving thematic branches and programme drafting committees and groups of writers, so as to inform their members and make them aware of equality issues and of the ways in which the factor "gender" operates in education.

B. We plan to use existing material to inform teachers at all levels as well as young people, with the aim to help create a democratic school, free from any form of inequality.

Moreover, we plan to put in action within the year 2000 the following initiatives:

- Promote women's postgraduate studies up to doctorate level in cooperation with the Ministry of Education and the universities. To assist women teachers in attending further education programmes
- In cooperation with the Ministry of Education, to organise a national painting competition for primary school children on equality between men and women

- Design proposals and interventions in study programmes, pedagogical material and scientific manuals to publicise the contribution of women to the development of society and science, and to eliminate anachronistic stereotypes of the roles of the two sexes
- Encourage girls to participate in sports events
- Organise seminars for primary and secondary school teachers on equality subjects. Promote international exchanges of teachers on equality issues
- Present filmed lessons and multimedia products on equality to primary and secondary school pupils
- Study and submit proposals concerning girls who drop out from school
- Introduce the variable "social gender" in the research of institutes and research centres. Establish advisory services at all educational levels to help girls make the best vocational choices
- Set up a system for gathering and processing data on the positions of men/women at the various levels of education and publish developments at regular intervals.

Sources:

- *Ministry of Education*
- *National Statistics Service - Labour Force*
- *Institutes for Vocational Training*
- *General Secratatiat Adults' Education*

ARTICLE 11

EQUAL RIGHTS TO EMPLOYMENT

BASIC CHANGES IN THE EMPLOYMENT SITUATION OF WOMEN 1993- 1999

In the period 1993 - 1999, the main changes in the employment of women are:

- Increase in women's share in the labour force (75% of the increase in the economically active population corresponds to the integration of women in the labour force)
- The absolute reduction in the non-active population of women between the ages of 15 to 64 (the change for men is positive)
- Increase in the employment of women (78% of the increase in jobs corresponds to new jobs for women)
- Increase in women's unemployment (70% of the increase in the number of unemployed in the period under consideration corresponds to additional numbers of unemployed women)
- Reduction in the number of women helpers in family enterprises by 19%
- The increasingly higher participation of women in the tertiary sector, reduction of women's employment in the primary and secondary sectors
- Improvement in the already higher educational level of financially active women
- Increase at a faster rate in the employment of women compared with men in all vocational categories showing an increase.
- Increase in the proportion of women in all parts of public sector and the proportional superiority of women holders of tertiary education degrees in all categories by years of seniority excepting the group of 31 - 35 years in service
- The large numbers of immigrants entering the country in the period under consideration and the increase in their illegal and uninsured employment.

POLICIES FOR PROMOTING EQUALITY OF OPPORTUNITIES IN THE EMPLOYMENT SECTOR

In a period of considerable structural changes in our country, the Greek Government implements policies which aim at an indivisible and interlinked economic and social development. It endeavours to link the high macroeconomic performance in development with an increase in employment and strengthening of social development, cohesion and integration.

The policy framework of Greece is structured along three axes:

The development axis

The implementation of structural policies enhancing competitiveness is being reinforced but this is always done in accordance with a model where development and social cohesion co-exist, associating competitiveness with the Social State. The policies put into effect promote flexibility and adjustment to the new demands of the labour market while laying emphasis on optimising quality of life and ensuring a climate of certainty and security to citizens.

The axis of prevention of unemployment

The structures already created and supporting an individualised confrontation of unemployment and a complete transition from passive to active employment policies, are being modernised. The creation of a society of knowledge with a view to preparing a labour force that will be able to keep pace with development in the Greek and international labour market is being pursued.

The support axis

The opportunities of access to the labour market for social groups threatened more by exclusion are being improved, gender equality, active support of older workers and unemployed, and the settlement of pending issues in the matter of employment of foreign workers in the country are being further promoted along with the implementation of measures in aid of other socially vulnerable groups. At the same time, emphasis is laid on the reform of the insurance system in order to ensure social solidarity.

With a view to reinforcing the employment policies and policies to fight unemployment, particularly unemployment of women and young persons, and to modernising the labour market so that it may meet the requirements arising from the new facts of globalisation and technology, the government:

- Introduces new institutions for modernisation of the labour market
- Implements a series of active employment policies
- Makes use of the possibilities opened up by the new information and communication technologies for the acquisition of knowledge, for business activities and for improvements in the public sector.

Following the agreement reached at the European Council of Amsterdam in June 1997 concerning a provision for implementation of the new title of employment in the treaty, the European Commission submitted guideline proposals for the employment policies of member-states both for 1998 and for 1999. After their approval by the heads of states and governments at the European Councils of Luxemburg (1997) and Vienna (1998), the member-states incorporated the employment guidelines in their National Action Plans (NAP).

In the framework of the integrated employment policy, the National Action Plan for Employment is now being drafted: this is drawn up on an annual basis and constitutes a fundamental tool of orientation and coordination, to ensure, through the necessary interventions, linkage of our national targets with the perspective of European cohesion within the Economic and Monetary Union. The active participation of all Social Partners provides a sufficient condition for a uniform and coordinated strategy and lays the foundations for the NAPs of coming years.

PYLON I: Improvement of employability

The objective of the measures and actions of all guidelines of Pylon I is to fight unemployment of all groups included in the labour force and to prevent long-term unemployment
In this pylon, women participate by priority in the measures enhancing employability to the extent of having women filling the number of jobs corresponding to their percentage of participation in unemployment.

Measures - Actions

In the Project "Continued training and promotion of employment" of the Ministry of Labour, which aims at the development of a more effective system of continuing training capable of meeting the priorities arising from demands of the economy for the period 1994 -1999, 49% of all persons profiting from the project are women.

- Actions for the unemployed - percentage of women's participation: 57%
- Actions for workers - percentage of women's participation: 40%
- In the context of actions for employment promotion:
- Programme for new business professionals* of OAED. The programme is addressed to business professionals in the 18 - 64 age group who decide to establish their own small business. The number of annually joining women is 30,000 i.e. a 55% proportion of the total number of joinees. The amount of subsidy for each unemployed woman who starts her own business is 300.000 GRD more than that for men in all subsidy categories. In 2000, the number of places will be filled to a proportion of 60% by women professionals.
- Programme for Work Experience and Employment of Unemployed Persons*. The programme subsidises private companies, local administration businesses, professional associations, their unions, and other employers who provide opportunities for work experience and employment of 18 - 64 years old unemployed persons for a period of 17 - 20 months following the stage of practical training, by analogy to the categories of unemployed men. The duration of women's employment is increased by the addition of three months in all categories. The percentage of women's participation ranges around 60%.
- Programme of subsidies for New Business Professionals for socially vulnerable groups*. The duration of subsidisation is set at 3 months. The basic amount of subsidy is increased by the addition of GRD 500.000 if the person involved is a woman.

In the framework of the Project "Fight against exclusion from the labour market" 1994 - 1999, the overall picture of women's participation is shown below:

1994			1996			1997			1999			2000	
M/W	W	%W	M/W	W	%W	M/W	W	%W	M/W	W	%W	M/W	W
Sub-pr. 1													
2133	933	44	3855	1510	39	3211	1268	39	2014	886	44	1465	700
Sub-pr. 2													
842	292	35	3845	2586	67	2270	1664	73	2097	1258	60	1270	650
Sub-pr. 3													
115	45	39	2911	1511	52	2069	1272	61	2235	1341	60	2027	2350
Total													
3090	1270	41	10611	5607	53	7550	4204	56	6346	3485	55	4762	2350

** For the years 1999 and 2000 the figures are estimates* *Source: Ministry of Labour*

M/W: Men/Women
W: Women

TABLE 1

Sub-project 1 = persons with a physical or mental disability
Sub-project 2 = refugees, migrants, repatriates and persons with cultural or religious particularities
Sub-project 3 = prisoners, persons released from prison and juvenile delinquents, heads of one-parent families, persons living in remote mountainous or insular areas, former users of addictive substances, persons cured.

Subsidy programme: N.TH.E and N.E.E for persons who were trained or benefited from the Operational project "Fight against exclusion from the labour market" in the years 1996 - 1999*

1. N.TH.E. (New jobs) The duration of employer subsidies is set at 24 months. The basic amount of subsidy to the employer for each person hired is 7.000 GRD per day: it is increased by 500 GRD if the person is a woman.

2. N.E.E. (New businesses) The basic amount of subsidy for each N.E.E. included in the project is 3.000.000 GRD and is increased by 300.000 GRD if the person is a woman.

Note that out of 900 individuals who benefited and were trained in the framework of this project and who have been included from 1999 to date in relevant employment subsidy programmes, 76% are women.

- Subsidisation project for New Jobs (N.TH.E.) and New Businesses (N.E.E.) for persons who were trained and benefited in the framework of the Community Initiative "Employment" (projects HORIZON - NOW - YOUTHSTART - INTEGRA*). The NOW project concerns women exclusively and is intended to promote equal opportunities for women in terms of vocational guidance, training, employment, pursuit of managerial positions and an assured vocation development.

- It is pointed out that out of a total of 780 persons who benefited and were trained under the above initiative and have been included in employment subsidisation programmes, 68,5% are women.

TABLE OF TOTAL DATA OF PYLON I

PYLON I - IMPROVEMENT OF THE ABILITY FOR VOCATIONAL INTEGRATION

	1998			1999			2000		
	M/W	W	%W	M/W	W	%W	M/W	W	%W
K1	108.550	55.219	51%	92.045	49.121	53%	65.423	34.76	53%
K2	53.963	32.670	61%	65.187	20.496	31%	87.389	27.24	31%
K3	146.134	85.606	59%	168.092	73.067	43%	234.248	111.20	4%
K6	3.393	1.800	53%	6.746	3.654	54%	8.060	4.49	56%
K7	31.341	17.237	55%	120.572	65.866	55%	105.540	54.60	52%
K8	79.593	37.788	47%	128.430	67.862	53%	206.160	105.38	51%
K9	13.524	7.535	56%	27.811	15.540	56%	21.085	11.01	52%
Total	436.498	237.855	54%	608.883	295.606	49%	727.905	348.69	48%

K1 - K2	*Prevention of long-term unemployment*
K3	*Transition from passive to active employment policies*
K6	*Development of lifelong learning*
K7	*Facilitation of transition from school to work*
K8	*Establishment or development of apprenticeship systems*
K9	*Development of a labour market open to everybody*

PYLON II: Development of the enterprising spirit

Facilitation of the establishment and operation of enterprises

Special emphasis is laid on the elimination of barriers with a view to encouraging enterprise and self-employment of women by means of special programmes assisting women in starting a business and in modernising existing businesses.

Measures - Actions

- Provision of aids from the Op. Industry Programme which aims at facilitating the starting of new enterprises, encouraging and assisting new entrepreneurs in establishing and developing viable enterprises.
- Programme for support of women's enterprise with the objective to counteract the limited participation of women in business activities
- Establishment of a network of small and medium-size enterprises with the objective of increasing the competitiveness of the enterprises

- Financial credit institutions of Mutual Guarantee Companies and Operational participation of capital companies with the objective of supporting small and medium-size enterprises in finding appropriate sources of funding
- Modernisation programme of the fiscal system for the purpose of simplifying business transactions and reducing tax evasion, so as to improve conditions of sound competition and to create suitable conditions for the development of enterprise.
- Programmes of the Ministry of Agriculture to encourage self-employment in the agricultural sector and to assist self-employed farmers in modernising their farms and improving their competitiveness so as to reverse the age pyramid of the active farming population and to restructure holdings.
- Local Employment Agreements whereby jobs are created at the local level in order to promote employment in viable competitive and productive activities and to ensure the most appropriate conditions for business activities expected to contribute to increased employment.

PYLON III: Encouragement of adaptability of enterprises and their employees

Modernisation of labour organisation

Under the third pylon, measures are taken to ensure the security of (men and women) workers employed in flexible forms of work

PYLON IV: Enhancement of equal opportunity polices for men and women

Approaching the incorporation of gender equality dimension

In pursuing the confrontation of the particular problems of women in the labour market, the Greek government and the Social Partners decided, in addition to the inividual measures taken, to approve the incorporation of the dimension of equality between the sexes in the National Action Plan for Employment.

Measures - Actions

- An Inter-Ministerial Committee at minister level, to deal with coordination of government action and to promote the inclusion of gender equality in all policies; the Committee will submit a report and evaluation of actions to the prime-minister. The Committee will be assisted in its function by the setting up of an inter-departmental team to monitor and evaluate relevant employment policies (by Ministry). Special importance will be attached to the development of tools for monitoring and evaluating policies.
- Reinforcement of the National Mechanism for Equality (General Secretariat for Equality).
- Upgrading the Research Centre on Equality Matters and opening new units.
- KETHI studies concerning women's position in the labour market, problems of integration in the labour market of vulnerable women groups, evaluation of existing policies, indices of women's position in the labour market and unrecognised experiences and skills of women.

Meeting differences in employment between the sexes

Measures - Actions

- KETHI information and advice teams for women in five districts of Greece.
- Support structures for women's employment.

From 1995 to date, some 50 structures have been set up throughout the country through the Community Initiative EMPLOYMENT - NOW. These units provide:

Updating - information and advice in matters of employment, mainly concerning vocational guidance and technical support for the establishment of businesses.

- Support of women's enterprise.

The Programme of the Ministry of Development which encourages self-employment and enterprise of women was highly successful in 1999 and is expected to continue in 2000. Through the programme, 198 enterprises were financed in 33 districts of the country. It should be emphasised that the programme does not simply strengthen women's employment but also the employment of women in a sector in which, traditionally, they have been under-represented.

- Introduction of new measures is planned by the Ministry of National Economy in connection with the new jobs being created in private and public works.

Combination of working and family life

Measures - Actions

- A programme of the Ministry of Labour involving creation of Centres for Creative Occupation of Children, nurseries, kindergartens and day-care centres for children. 198 units with a total capacity of 6,900 children were created, which are expected to provide jobs for about 1.150 unemployed individuals, 89% of whom are women.
- A programme of the Ministry of Labour involving the creation of 191 Social Care Units. The Social Care Programmes concern care of elderly and other dependent persons. These units are expected to provide employment for a total of 920 unemployed, 95% of whom are women.
- Operation of the institution of all-day school by the Ministry of Education; it is planned for this institution to be extended so as to cover the whole of the country. Now operating are 700 kindergartens and 1500 primary schools on specially prolonged opening hours, enabling young pupils to stay at school and do their homework with the assistance of teaching staff or to engage in artistic, pedagogical or sports activities. The contribution of the all-day school to facilitating integration of women in the labour market is expected to be significant.

Facilitating re-integration in the labour market

Measures - Actions

- Programme for social integration of muslim women in the area of Metaxourgio 1998 - 2000.
- Pilot project for acquisition of work experience for 5000 35 - 50 year-old women regardless of educational level, aimed at improving skills and upgrading the qualifi-

cations required for integration in the labour market (2000) GSE - OAED

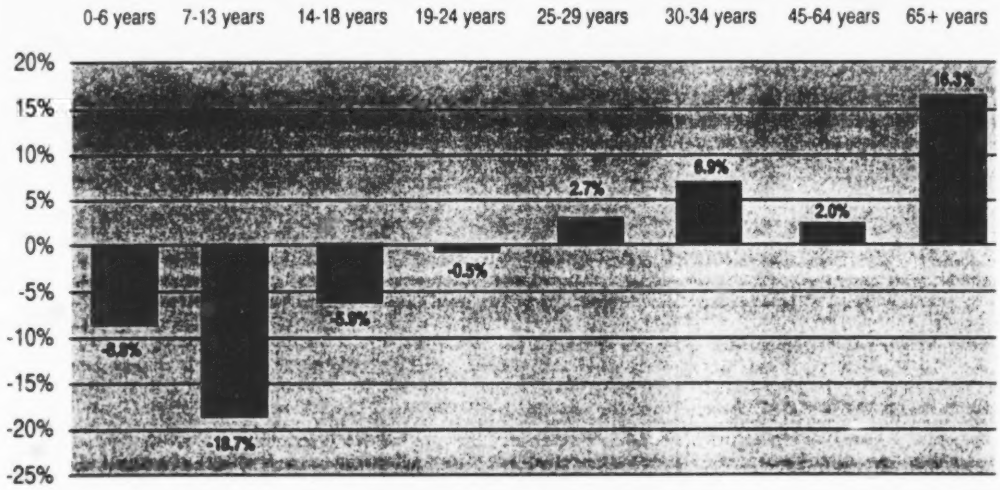
- Pilot project for 5000 women from rural, mountainous or insular areas. The objective of this project is to improve skills required in the primary sector, in processing farming products and in agro-tourism services. Ministry of Agriculture - GSE (2000).

CHANGES IN THE EMPLOYMENT OF WOMEN

Basic employment indicators

According to the data of the Labour Force Survey 1999, the country's population is about 10.120.000, having increased by 1,9% in the 1993-1999 period. The age groups showing an increase are all over 25 years of age. Younger age groups showed a decline. The population increase is due exclusively to the settlement of 500.000 to 1.000.000 aliens in the country since 1991. Also, the relative stabilisation of the birth rate following an extended period of systematic and significant drop, is largely due to an increase in the number of births of foreigners.

PERCENTAGE POPULATION CHANGE BY AGE GROUPS, 1993 - 1999



Sourse: NSSG, Labour Force Survey 1993, 1999
Data Processing by KETHI

Women account for 51,5% of total population and men for 48,5%. The share of women in all categories of the financially active population has increased and their activity rate in the non-active population has decreased accordingly. In 1999, the activity rate of women amounts to 39,2% from 37,3% in 1993, while that of men diminished from 64,6% to 63,2%. The activity rates for population 15-64 years are 51% for women and 79% for men in 1999.

Basic employment indicators 1999

		Men	Women
Activity rate ([illegible])		63,2	39,2
Employment rate ([illegible])		58,4	32,2
Unemployment		7,6	17,9
L-T Unemployment (percentage of unemployed)		52,6	62,1
	Total	**Men**	**Women**
Labour force	100	59,8	40,2
Employed	100	62,6	37,4
L-T unemployed	100	34,7	65,3
Financially non-active	100	35,8	64,2

Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

In 1999, women make up more than 40% of the labour force and 37% of those employed. They account for 61% of the unemployed, 65% of the long-term unemployed and 64% of the economicaly non-active population. Women's unemployment, 17,9%, is more than twice as high as that of men (7,6%).

Changes in the employment situation of women, 1993 - 1999

In the period 1993 - 1999, the main elements of change in women's employment are:

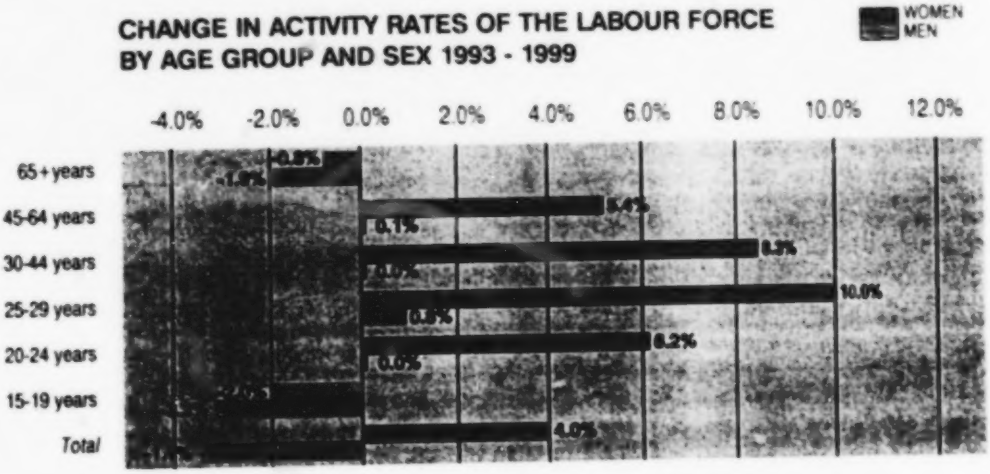
- an increase in the share of women in the labour force
- an increase in women's employment
- an increase in women's unemployment
- an ever increasing participation of women in the tertiary sector, and reduction of their employment in the primary and secondary sectors
- an improvement in the educational level of financially active women
- an increase in women's employment at a faster rate than that of men in all vocational categories showing an increase.

From the statistical data quoted below it appears that the status of women in the labour market has improved quantitatively in respect of nearly all indices in the period 1993 - 1999. Despite their increased share in the labour force and the qualitative improvement of the qualifications of working women, there is no corresponding change in the proportion of women as managers and executives. Moreover, women's earnings are substantially lower than those of men in all branches.

Changes in the share of women in the labour force:

The share of women in the labour force shows an absolute increase by 17,2% in the period 1993 - 1999 while that of men increased by 3,4%.

The increase in the active population is due mainly to the participation of women in the labour force. The figure of 263.000 additional women in the increase of 350.000, corresponds to 75%.



CHANGE IN ACTIVITY RATES OF THE LABOUR FORCE BY AGE GROUP AND SEX 1993 - 1999

Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

Participation rates by gender in 1999 is 39,2% for women and 63,2% for men.
The activity rate women increased significantly in all age groups from 20 to 65 years of age and decreased in the 15 to 19 years age-group and in those over 65. Men's activity rates decreased significantly in the same age groups and showed only marginal change in the others.
The highest increase in women's participation (by 10 percentage units) appears in the 25 - 29 group, whose rate increased from 63% in 1993 to 73% in 1999. The highest increase in men's participation is noted in the same age group and is 0,8%.

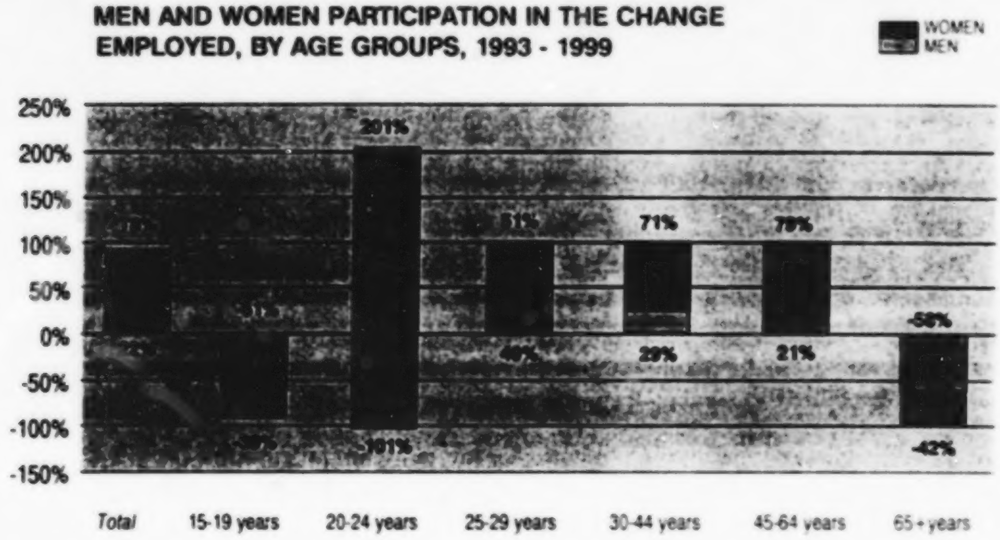
Increase in women's employment:

In the period under consideration, a total of 357.000 new jobs were created in the tertiary sector while 137.000 jobs were lost in agriculture and in the secondary sector. The absolute change in number of jobs over this period is 220.000 and the increase in the number of jobs occupied by women represents 78% of that increase. The total increase in women's employment over the 1993 - 1999 period is 13,3% while that of men is 1,9%.

In the last year of the period (1998 - 1999) women occupied 10.300 new jobs while employed men decreased by 37.700.

The percentage of women's employment shows an increase by 2,4 percentage units, from 29,8% in 1993 to 32,2% in 1999 while the corresponding percentage for men decreased by 2,1 percentage units from 60,5% in 1993 to 58,4% in 1999.

The following diagram shows the share by gender in the increase of employed by age group.



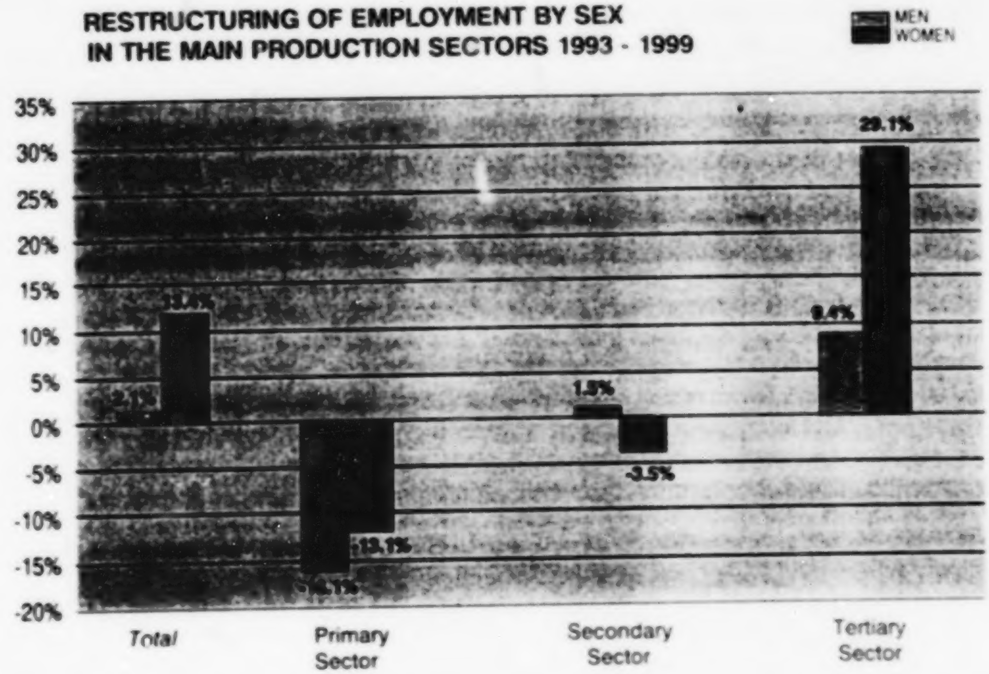
MEN AND WOMEN PARTICIPATION IN THE CHANGE EMPLOYED, BY AGE GROUPS, 1993 - 1999

Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

Change in the composition of women's employment by sector:

During the period under consideration, there has been a drop in the number of women employed in agriculture by 46.000 jobs, a drop in the secondary sector by 8.000 jobs and a rise in the employment of women in the tertiary sector by 226.000 jobs.

RESTRUCTURING OF EMPLOYMENT BY SEX IN THE MAIN PRODUCTION SECTORS 1993 - 1999



Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

The employment decreace for both sexes in the secondary sector concerns the manufactoring industries only and does not include construction or electricity and water supply.

In 1999, women were employed to 19% in agriculture, 13% in the secondary sector and to 68% in the tertiary sector. For men, the corresponding percentages were 16% in agriculture, 28% in the secondary and 55% in the tertiary sector.

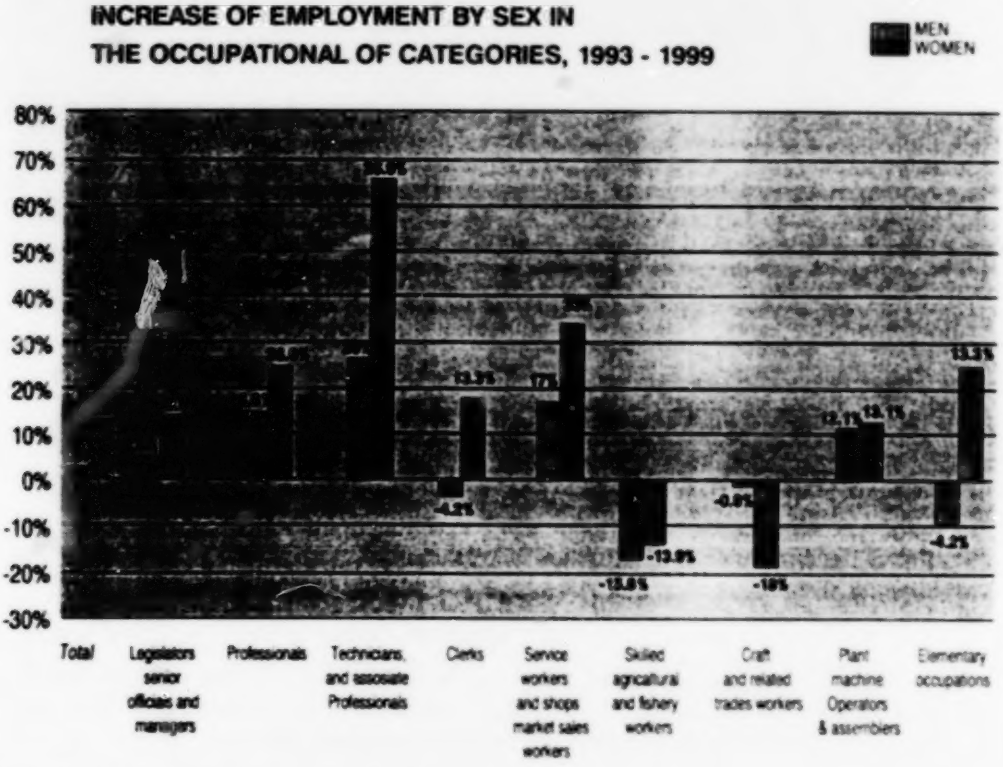
The employment of women in the tertiary sector in 1999 focuses on "wholesale and retail trade" with a share of the order of 17,5% in overall employment, on "education" with a share of the order of 10% in overall employment, on "health and social welfare" with a share of 8%, in "hotels and restaurants" with a share in overall employment of 7%, and on "public administration" with a share of 6,4% in overall employment.

The highest increase in women's employment by sector is seen in the branch of "personnel in private households" and it is 138%, followed by real estate, renting and business activities" with a 58% increase, "financial intermediation" with an increase of 37%, and "transport, storage and communications" with 28%. The remaining branches show increases by 18% to 27% and the branch of "public administration, defense and compulsory insurance" has a share of 11,6%.

Changes in employment by broader occupational categories:

The employment of women increased at a faster rate than that of men in all vocational categories which show an increase, particularly in the category of "technologists, technicians and assistants" (66%), in the category of "persons employed in the provision of services and as sales personnel" (33%), in the category of "scientists (tertiary education graduates), liberal professionals (27%) and in the category of "unskilled workers, menial workers and small tradespeople" by 25% as shown in the graph below.

INCREASE OF EMPLOYMENT BY SEX IN THE OCCUPATIONAL OF CATEGORIES, 1993 - 1999



Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

In 1999, women account for 37.4% of persons employed and:

46% of professionals

47% of technicians and assosiate professionals

58% of clerks

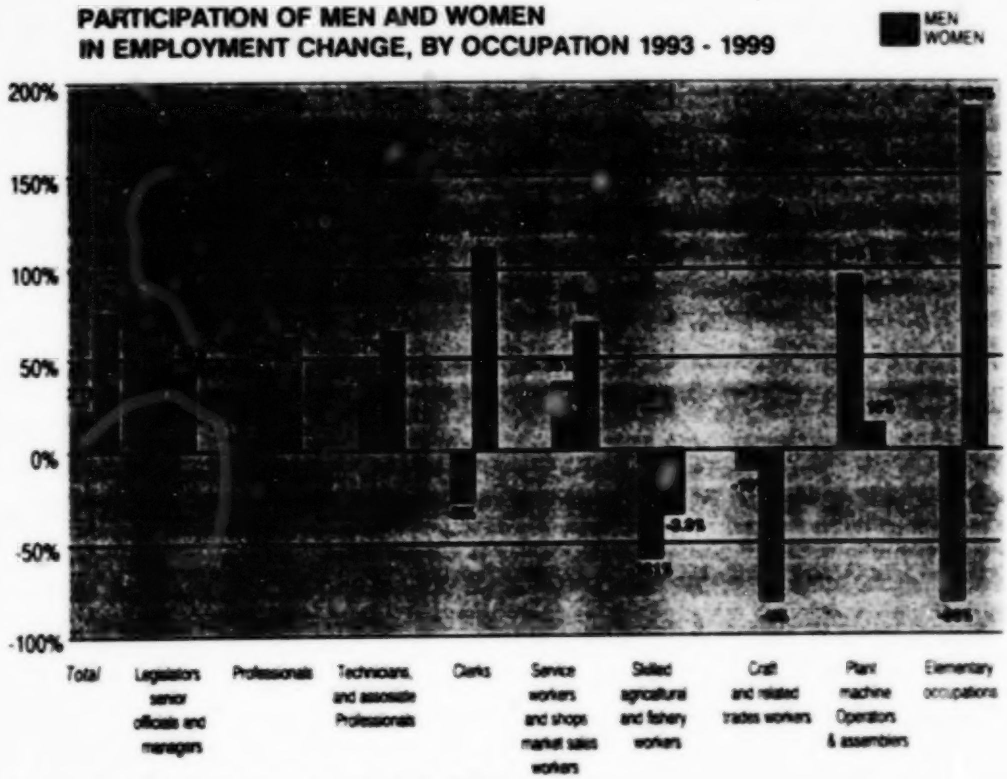
52% of service workers and shops of market sales workers

42% of skilled agricaltural and fishery workers

53% of workers in elementary occupations and

24% of legislators, senior officials and managers

PARTICIPATION OF MEN AND WOMEN IN EMPLOYMENT CHANGE, BY OCCUPATION 1993 - 1999



Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

Women's employment in 1999 is concentrated on the occupations of "skilled agricaltural workers" with a share of the order of 19% in overall employment, on "service providers" with a share of the order of 18% in overall employment, on "clerks" with a share of the order of 16% in overall employment, on "persons practising scientific professions" with a share of the order of 15% in overall employment, on "unskilled workers" with a percentage of the order of 8,3% in overall employment, and on "technologists and technicians" with a share of 8,2%.
The shares of men and women in employment change during the period 1993 - 1999" are shown in the previous diagram.

Employment changes by occupational status

The distribution by occupational status of employed men and women is shown in the following table. All changes in the categories of employed women by occupational status are positive in the sense that all categories of paid work increase and the unpaid family workers decrease in number. The most significant change is the decrease of unpaid family workers. In the distribution of employed women by occupational status it corresponds to a decrease in the share of the category by 7,2%, from

25,2 to 18%. Corresponding all other categories increase, particularly those of wage earners by 6,3%.

In 1999, 70% of assisting unpaid members of family enterprises are women, less than 73% in 1993.

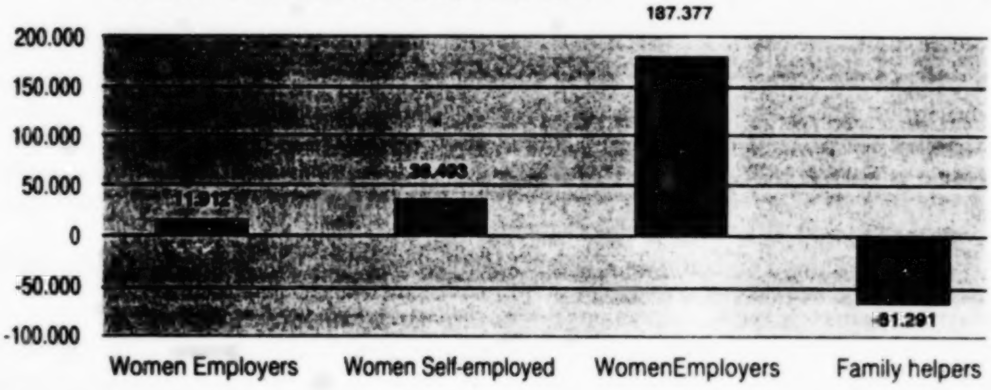
DISTRIBUTION OF PERSONS EMPLOYED BY OCCUPATIONAL STATUS AND SEX, 1999

	MEN	WOMEN	CHANGE 1993 - 1999 MEN	WOMEN
TOTAL	100%	100%	2,1%	13,4%
Employers	10,2%	3,2%	0,5%	0,5%
Self-employed	28,7%	17,5%	-4,4%	0,5%
Employees	56,5%	61,3%	4,2%	6,3%
Family helpers	4,7%	18,0%	-0,4%	-7,2%

Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

The absolute change of categories is shown in the following graph.

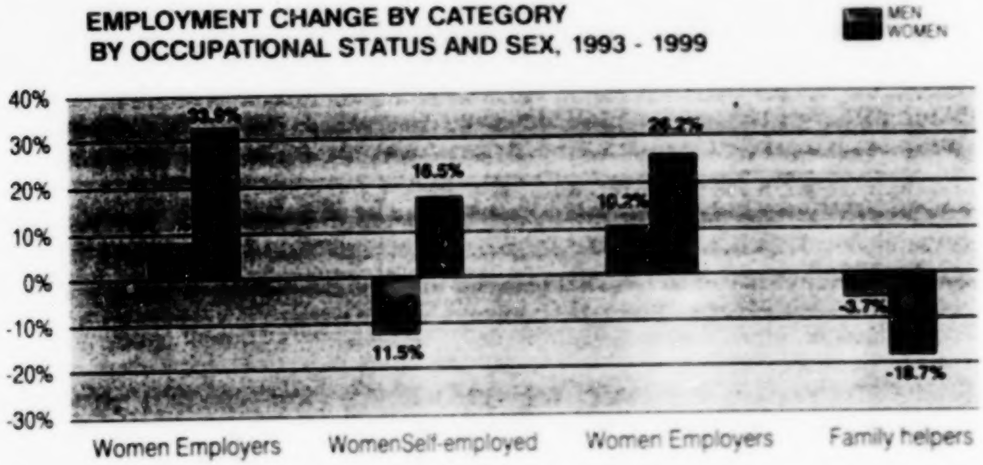
ABSOLUTE CHANGE OF EMPLOYED WOMEN
BY OCCUPATIONAL STATUS, 1993-1999



Source: ESYE, Labour Force Survey 1993, 1999
Data processing by KETHI

In terms of absolute increase, the category of wage earners shows the greatest change, by about 187.000 jobs. In terms of increase or decline of the category, the number of women employers shows the greatest absolute change since it increases by 34%, followed by family helpers who decrease by 19%.

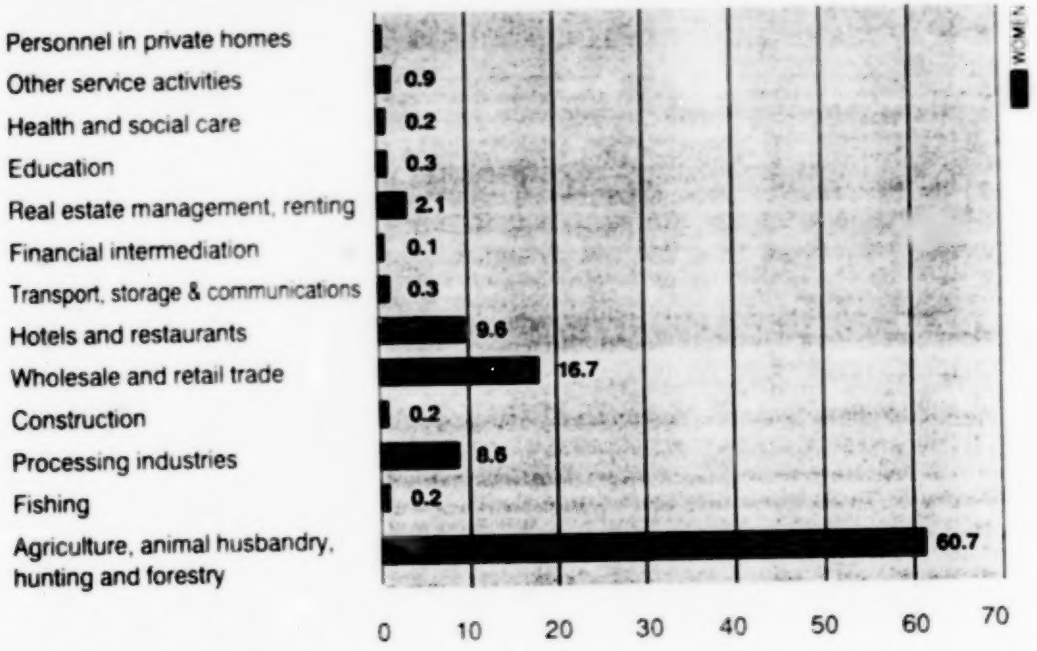
EMPLOYMENT CHANGE BY CATEGORY
BY OCCUPATIONAL STATUS AND SEX, 1993 - 1999



Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

61% family helpers who make up approximately 1/5 of employed women in 1999, are employed in farming, 17% in commerce, 10% in hotels and restaurants and 9% in manufacture. Differences in this distribution compared with 1993 are significant and in conformity with general employment distribution trends in these branches

DISTRIBUTION OF FAMILY HELPERS PER BRANCH OF ECONOMIC ACTIVITY, 1999



Source: NSSG, Labour Force Survey 1993, 1999, Data processing by KETHI

From the women family helpers without any payment, who consist about 1/5 of the employed women in 1999, the 61% is employed in agriculture, the 17% in commerce, 10% in restaurants - hotels and 9% in handicraft - industry.
The differentiations in the above distribution, in relation with year 1993, are significant and the follow the general tendency of employment distribution per branches.

Source: NSSG, Working Force Research, 1999
Data Processing by KETHI

The distribution of family workers by age group and sex follows a systematic pattern (observed in 1988 as well as now), presenting a large concentration of male assistants in the lower age groups up to 29 years of age, whereas in older age groups women are the overwhelming majority. Specifically, in the age group 20 - 24 years, the distribution of assisting members by gender is 32% women and 68% men, while in the age group 45 - 64, there are 93% women and 7% men.

Employment status and educational level:

The educational level of the entire population and especially of the financially active population improved significantly in the period under consideration. The population groups with higher educational levels have increased significantly, while groups of lower educational level have declined. As shown in the following table, the group with the greatest change is the small population group of women doctorate holders, which increased by 275%. The same is true of men in this category, with an increase of 142%. The next most important change is the increase in women graduates of Higher Technical Vocational Education by 136% and of men by 98%. Women holders of tertiary education degrees show a 34% increase, men have increased by 18%.

PERCENT CHANGE OF POPULATION HAVING COMPLETED THEIR EDUCATION, BY EDUCATIONAL LEVEL AND SEX, 1993 - 1999

	Men	Women
COMPLETED EDUCATION OR DEFINITIVELY DROPPED OUT	6.0	5.7
Doctorate or post-graduate degree	142.4	275.4
Tertiary education degree	18.5	34.5
Attended tertiary education (for 1 year at least) but no degree	-15.4	-6.7
Higher Technical Vocation Education degree	98.2	136.4
Secondary education leaving certificate	21.2	12.7
Secondary education 3rd year leaving certificate	14.9	10.0
Primary school leaving certificate	-11.7	-7.8
A few classes of primary school	-20.3	-17.7
No schooling	0.2	-0.4

Source: NSSG, Labour Force Survey 1993, 1999. Data processing by KETHI

In both sexes, there is a decline in the population holding a primary school certificate of lower educationals atainment, as well as in the number of students (male and female) who drop out from university.

The higher the educational level of women, the greater is their participation in the labour force. The change noted in the period under consideration in connection with women's share in the labour force by educational level, results in an ever decreasing participation of primary certificate holders or of even lower level.

DISTRIBUTION OF EMPLOYED PERSONS BY EDUCATIONAL LEVEL AND SEX, 1999

			Change 1993 - 1999	
	Men	Women	Men	Women
TOTAL	100.0	100.0	1.9	13.3
Doctorate or post-graduate degree	0.7	0.5	0.4	0.4
Tertiary education degree	13.6	17.9	2.1	3.2
Higher Technical Vocational Educ. degree	10.0	14.2	4.8	7.5
Secondary education leaving certificate	29.1	27.5	4.2	1.5
Secondary educ. 3rd year leaving certificate	12.5	7.3	1.3	0.8
Primary school certificate	31.4	28.5	-11.1	-10.0
A few classes of primary school	1.9	2.7	-1.4	-2.5
No schooling	0.8	1.4	-0.2	-0.9

The distribution of economicaly active and employed women in relation to educational level shows higher proportions in the higher educational levels compared to men and vice versa. In 1999, 33% of employed women and 34% of employed men are holders of primary school certificate or have a lower education level (63% of this category for both sexes is over 45 years of age). 18% of employed women and 14% of employed men are holders of a university degree. 14% and 10%, respectively, hold a Higher Vocational Education degree. For both of these educational levels, the increasing trend is more considerable for women. This trend will become even more prevalent, given that employed women of a higher educational level are much more numerous in the younger age groups of the employed population, as can be seen in the following table.

In the age group 20 - 24 of the employed population, women holding only a compulsory schooling certificate or lower, account for only 15% of the total number of women, while for men, the corresponding percentage is twice as high: 30%. In the 45 - 64 age group the percentages are 65% and 59%, respectively, and at the age of 65 and over, women having only compulsory education or lower are 94% compared to 84% for men.

DISTRIBUTION OF EMPLOYED POPULATION BY EDUCATIONAL LEVEL, AGE GROUP AND SEX, 1999				
Educational level	AGE GROUPS			
	25-29	30-44	45-64	65+
MEN	100	100	100	100
Lyceum leaving certificate or higher	69.5	52.9	40.7	16.2
Compulsory education level or lower	30.5	37.1	59.3	83.8
WOMEN	100	100	100	100
Lyceum leaving certificate or higher	84.7	69.0	34.6	5.9
Compulsory education level or lower	15.3	31.0	65.4	94.1

Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

Characteristics of women's unemployment

Women's unemployment in the period under consideration increased by 2.7% from 15.2% to 17.9%. The unemployment of men increased by 1.2% to 7.6%.

Unemployed women increased by 38%, reaching 322.000. On the other hand, unemployed men increased by 23%, reaching 202.000.
In 1999, 33% of all unemployed women were in the age group of 30 - 44 years and 13% were from 45 to 64 years old. The percentages for men are 26% and 19,5%, respectively.

The most important change, by age groups of the unemployed, in the period 1993 - 1999, is the increase in unemployed women in the 45 - 64 age group by 94%. A very significant increase was noted in two other age groups of unemployed women. The unemployed women between 30 and 44 years old increased by 58% and those between 25 and 29 years by 45%. The greatest change for men occurred in the 25 - 29 year-old age group and amounted to 37%. The only group showing a decline is that of 15 to 19 year-old women, the population reduction in that group being 10%, on account of the very high unemployment of 56% discouraging the search for jobs and, presumably, also on account of the fact that young girls of that age still pursue their studies. Boys of that age show a 28% unemployment.

In 1999, 51% of all unemployed women are looking for a job for the first time ("new unemployed"). The corresponding percentage for men is 40%. The most important feature of that distribution is the percentage of 30 - 44 year-old women looking for a job for the first time 21.4% and that of over 45, which is 4.3% of total. The corresponding percentages for men are 10,9% and 0,5%. Of the women involved, 46% are holders of the secondary education certificate, as compared to 47% of men. Moreover, 27,8% of women hold a junior or senior tertiary level degree, compared to 27,4% for men.

62% of unemployed women have been unemployed for a period exceeding 12 months, compared to 53% of men. The rate of change in long-term unemployment for men is higher than that of women. 48% of long-term unemployed women and 49% of long-duration unemployed men are over 30 years of age.

EDUCATIONAL LEVEL OF UNEMPLOYED BY SEX, 1999

Educational level	Men	Women
Junior or senior third level	23%	28%
Secondary	37%	39%
Compulsory education or lower	40%	33%

Source: NSSG, Labour Force Survey 1993, 1999
Data processing by KETHI

[illegible] DISTRIBUTION OF UNEMPLOYED WOMEN BY EDUCATIONAL LEVEL AND AGE GROUP

EDUCATIONAL	TOTAL	AGE GROUPS					
		15-19	20-24	25-29	30-44	45-64	65+
[illegible]	100	8.8	25.4	19.8	32.9	13.1	0.1
Doctorate or postgraduate degree	100	0.0	17.7	46.9	17.7	17.7	0.0
University degree	100	0.0	19.2	34.9	40.3	5.7	0.0
University study (1 year at least)) but no degree	100	0.0	0.0	0.0	100.0	0.0	0.0
Higher Technical Voc. School degree	100	3.6	39.4	26.5	25.7	4.8	0.0
Secondary school certificate	100	13.4	32.0	19.6	28.4	6.6	0.1
Secondary educ. 3rd year certificate	100	14.8	20.4	17.7	37.5	9.6	0.0
Primary school certificate	100	6.2	8.6	8.6	42.7	33.9	0.0
A few classes of primary school	100	4.8	3.6	5.6	16.9	69.1	0.0
No schooling	100	10.8	13.7	8.9	13.5	53.2	0.0

Employment in the public sector

The main change in women's employment in the public sector is an increase in the proportion of women in all branches of the public sector. The proportional superiority of women holders of university degrees is observed in all seniority categories, except the 31 to 35 age group. The same is true of the distribution by age groups as can be seen from the following table.

The percentage of women shows significant differences in the various branches of the public sector. Women account for some 41% of permanent staff in public sector services, 66% of the permanent staff of legal entities of the public sector (health - welfare), 28% of permanent local administration employees and 21% of permanent staff of legal entities of the private sector.

Women constitute 41% of permament personnel, 43% of University degree personnel with a higher concentration of the later in the younger age groups. The high magority of University degree holders in the age groups of 20-24 years to 40-44 years, up to 77% (25-29 years) are women. This characteristic does not correspond to the percentage of women in the higher ranks, where only 38% of "A" Rank personnel are women.

DISTRIBUTION OF PERMANENT STAFF OF MINISTRIES BY SEX, RANK AND EDUCATIONAL CATEGORY

RANK	TOTAL	PE	TE	DE	YE
Σύνολο	100	100	100	100	100
Men	59.3	56.6	59.6	59.0	69.1
Women	**40.7**	**43.4**	**40.4**	**41.0**	**30.9**
A	100	100	100	100	0
Men	61.8	58.4	65.8	64.7	0.0
Women	**38.2**	**41.6**	**34.2**	**35.3**	**0.0**
B	100	100	100	100	100
Men	56.3	53.8	59.8	54.0	85.9
Women	**43.7**	**46.2**	**40.2**	**46.0**	**14.1**
C	100	100	100	100	100
Men	58.4	45.5	47.2	58.1	68.0
Women	**41.6**	**54.5**	**52.8**	**41.9**	**32.0**
D	100	100	100	100	100
Men	60.0	43.0	43.5	66.2	61.1
Women	**40.0**	**57.0**	**56.5**	**33.8**	**38.9**
E	100	0	0	0	100
Men	44.1	0.0	0.0	0.0	44.1
Women	**55.9**	**0.0**	**0.0**	**0.0**	**55.9**

Source: YPESDDA, Personnel census 31.12.1998

PE: University degree or higher
TE: Technical education
DE: Secondary education
YE: Compulsory education

DISTRIBUTION OF PERMANENT STAFF OF PUBLIC SECTOR SERVICES BY CATEGORY, SEX AND AGE

Category	TOTAL	-20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-
Total	100	100	100	100	100	100	100	100	100	100	100
Men	59.1	95.9	67.3	48.2	47.4	46.2	52.0	58.2	68.9	77.9	80.1
Women	**40.9**	**4.1**	**32.7**	**51.8**	**52.6**	**53.8**	**48.0**	**41.8**	**31.1**	**22.1**	**19.9**
PE	100	0	100	100	100	100	100	100	100	100	100
Men	56.0	0.0	39.3	23.2	34.7	35.8	46.8	54.7	64.9	76.7	84.6
Women	**44.0**	**0.0**	**60.7**	**76.8**	**65.3**	**64.2**	**53.2**	**45.3**	**35.1**	**23.3**	**15.4**
TE	100	0	100	100	100	100	100	100	100	100	100
Men	60.9	0.0	28.9	30.8	37.5	45.8	58.3	67.0	82.8	85.1	78.3
Women	**39.1**	**0.0**	**71.1**	**69.2**	**62.5**	**54.2**	**41.7**	**33.0**	**17.2**	**14.9**	**21.7**
YE	100	100	100	100	100	100	100	100	100	100	100
Men	68.8	75.0	75.0	74.4	67.6	69.2	63.7	62.7	72.0	77.6	79.2
Women	**31.2**	**25.0**	**25.0**	**25.6**	**32.4**	**30.8**	**36.3**	**37.3**	**28.0**	**22.4**	**20.8**

Source: YPESDDA, Personnel census 31.12.2000

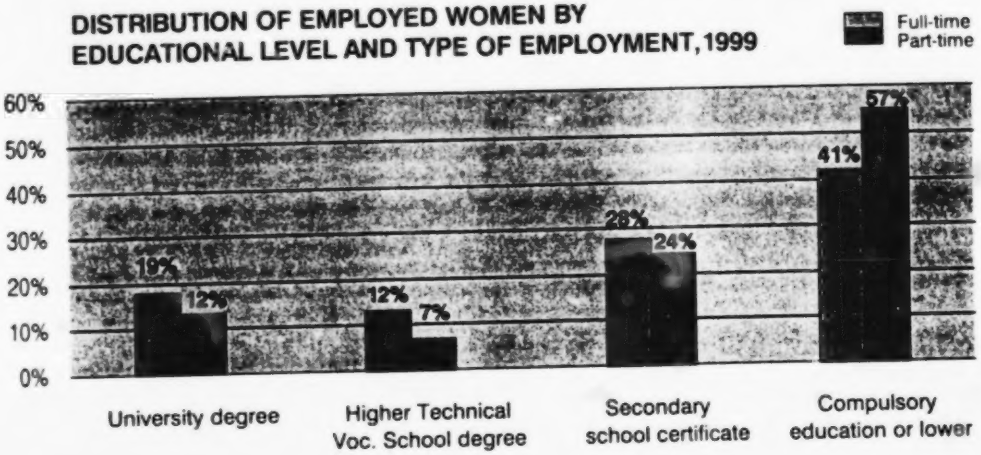
Part-time employment

Part-time employment in Greece does not represent a significant part of total employment for either sex. In 1999, 10,5% of all employed women stated that they were working part-time. The corresponding percentage for men is of the order of 3,3%. However, only 43% of these women are wage earners, consequently part-time work is limited to 4,5% of all employed women and to 1,1% of men (1998). Of the women who stated that they were working part-time, only 33% did not wish to work full-time in 1999. Of the total of part-time employed, women make up 63% and men 37%. In the last year 1998 - 1999, the change in part-time employment consisted of a considerable increase in part-time employed men by 6,7% and a drop in the number of women by 2,6%.

The distribution of the total (women employers, self-employed, wage earners, assisting members) of part-time and full-time employed women reveals a great differentiation in respect of their educational level, as can be seen in the following diagram. Among the part-time employed, the majority (57%) of women have a compulsory education level or lower. It is also to be noted that of those employed who hold university degrees or degrees of Higher Technical Vocational Education, 58% and 41%, respectively, are employed in the branches of education and health. Approximately 70% of the holders of a postgraduate degree who work part-time are employed in the branches of education and health.

The lower the educational level of employed persons, the higher is the percentage of part-time workers with the exception of women holders of postgraduate titles. Of the employed women who had no schooling, 21% work part-time, whereas holders of a university degree account for only 8% part-time employment.

The younger the employed women, the lower is the percentage wishing to accept part-time jobs (1% in the 20 - 24 year-old group, 2% among 25 - 44 years old, 5% in the age group of 45 - 64 and 17% among those 65 or more years old).


DISTRIBUTION OF EMPLOYED WOMEN BY EDUCATIONAL LEVEL AND TYPE OF EMPLOYMENT, 1999

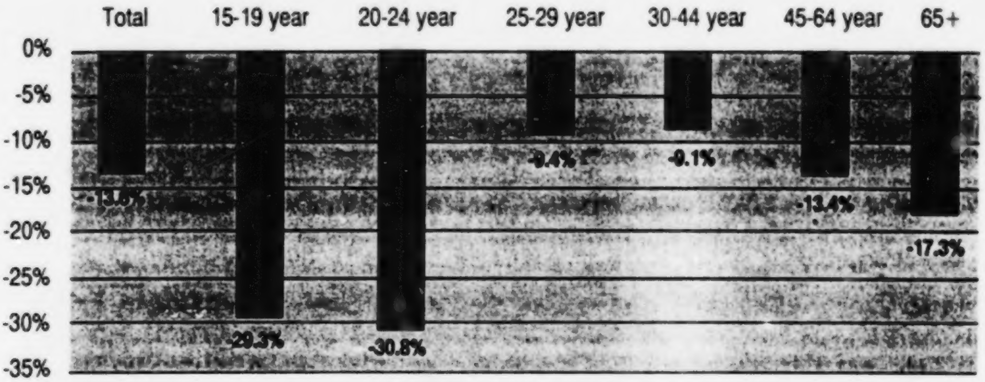
Change in the employment of women in rural areas:

Employed women in rural areas decreased by 8% in the period 1993 - 1999, whereas in the area of the capital they increased by 21%. The decline in men's employment in rural areas is more pronounced, exceeding 9,5 %.

The percentage of women's unemployment in rural areas remains low, 8,5%, compared with other areas (24,3% in the other urban areas), although it increased by 43%. The share of women in the labour force decreased by 0,5%. In contrast with this, the share in urban areas increased from 34,5% in 1933 to 40% in 1999. In rural areas, there is a very marked differentiation in unemployment (4% and 24%) and in participation (44% and 26%) between married and unmarried women (single, divorced or widowed (1998 data). In the region of the capital city, the corresponding percentages are 13% and 23% for unemployment, 41% and 39% for participation.

In all the regions, in the period under consideration, a decrease in the employment of women in agriculture is observed by 13,6%, as can be seen in the following graph, but total employment increases, as mentioned earlier. However, in rural areas, there is a decline in the employment of women in agriculture by approximately 17% as well as a decline of their overall employment.

CHANGE WOMEN EMPLOYED IN AGRICULTURE, 1993 - 1999



The change in women's employment in rural areas by branch is shown in the following table.

CHANGE IN THE EMPLOYMENT OF WOMEN IN RURAL AREAS BY BRANCH, 1993 -1999	
	Change 93-99
TOTAL	-8%
Intermediate credit institutions	106%
Management of real estate, leasing etc.	97%
Mines and quarries	59%
Education	38%
Wholesale and retail trade	26%
Health and social care	25%
Manufacturing industries	13%
Supply of electricity, natural gas , water	12%
Transport, storage and communications	2%
Other service providing activities	0%
Hotels and restaurants	-1%
Public administration and defense, compulsory insurance	-13%
Private household employing personnel	-16%
Agriculture, animal husbandry, hunting and forestry	-17%
Construction	-36%
Fishing	-43%

The educational level of women in rural areas has improved significantly as can be seen from the following table, which shows educational level by age group and gender. Among younger women 19 - 24 years of age, about 50% hold a lyceum certificate, while in the 45 - 64 age group, the corresponding percentage is about 3%. In older age groups, men of approximately the same educational level are proportionately more than twice as many as women. This phenomenon is reversed in the younger age groups and women with a higher educational level are proportionately more numerous in both rural areas (university degree: 19 - 24 years of age, women 2,2%, men 0,5% ; 25 - 29 years old, men 7,2%, men 3,3%) and in the other regions of the country. In spite of significant improvement in the educational level of younger generations in rural areas, that level is still considerably inferior compared with levels in other parts. The following table shows, for comparison, the distribution in the region of the capital. As can be seen, women in the region of the capital who are holders of a university degree are three times as many in the younger age group while those with primary school certificate are 4 times as many in rural areas. This phenomenon, however, shows a strong declining trend, as in the immediately following age group, women of primary education level were five times as many in rural areas.

EDUCATIONAL LEVEL OF THE POPULATION WHO HAVE COMPLETED THEIR STUDIES BY SEX AND AGE GROUPS, IN THE REGION OF THE CAPITAL AND IN RURAL AREAS, 1998

REGION OF THE CAPITAL

	19-24 ετών		25-29 ετών		30-44 ετών		45-64 ετών		65+ ετών	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
HAVE COMPLETED STUDIES OR DEFINITIVELY DROPPED OUT	100	100	100	100	100	100	100	100	100	100
Doctorate of postgraduate degree	0.0	0.5	1.4	1.5	1.6	0.7	0.6	0.2	0.2	0.0
University degree	3.1	7.5	15.4	22.4	22.5	20.2	18.0	11.1	15.2	4.2
University study (at least 1 year) but no degree	0.0	0.2	0.0	0.0	0.5	0.2	0.4	0.1	0.3	0.1
Higher Technical Vocational School degree	19.3	28.5	20.2	23.8	17.2	14.1	10.9	5.4	3.7	1.1
Secondary education certificate	51.9	45.9	42.1	36.3	31.0	37.3	25.2	27.5	17.5	16.5
Secondary education 3rd year certificate	16.1	11.3	14.0	9.0	11.9	9.6	9.2	7.2	9.0	6.5
Primary school certificate	8.6	5.4	6.5	6.3	14.6	17.3	33.1	41.9	42.5	44.9
A few classes of primary school	0.0	0.3	0.2	0.1	0.5	0.2	1.8	4.3	9.4	16.4
No schooling	0.9	0.5	0.2	0.6	0.3	0.3	0.9	2.4	2.3	10.0

RURAL ARE[illegible]	19-24 ετών		25-29 ετών		30-44 ετών		45-64 ετών		65+ ετών	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
HAVE [illegible]	100	100	100	100	100	100	100	100	100	100
[illegible]	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
[illegible]	0.5	2.2	3.3	7.2	4.3	4.3	2.2	1.1	0.9	0.1
University stud[illegible] but no degree	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Higher Technical Vocational School degree	3.9	9.5	4.1	8.5	3.6	3.6	0.9	0.3	0.3	0.1
Second[illegible]	42.2	49.4	34.9	32.6	22.4	17.0	6.3	2.8	2.3	0.3
Secondary education 3rd year certificate	24.9	16.9	24.4	17.4	15.6	10.9	5.4	1.9	2.1	0.6
Primary school [illegible]	27.4	21.0	31.8	32.2	51.6	61.6	74.4	73.0	63.1	45.8
A few [illegible] primary school	0.5	0.2	0.5	0.9	1.2	1.3	8.2	13.8	23.6	28.7
No schooling	0.6	0.7	1.1	1.1	1.3	1.3	2.5	7.0	7.8	24.4

Surces: NSSG, LFS 1998

Earnings by gender

The average earnings of women continue to be lower than those of men and in 1998 amount to:

AVERAGE EARNINGS BY SECTOR AND SEX,1998-RELATION OF MEN/WOMEN EARNINGS *				
BRANCH OF FINANCIAL ACTIVITY	TOTAL	MEN	WOMEN	WOMEN'S EARNING AS % OF MEN' S
AVERAGE MONTHLY EARNINGS OF EMPLOYEES				
INSURANCE	406.548	521.112	327.467	62,8
BANKS	486.333	536.601	413.738	76,8
WHOLESALE TRADE	333.675	352.069	293.839	83,5
RETAIL TRADE	250.324	267.870	236.207	94,4
MINES	437.580	472.857	331.684	70,1
INDUSTRY-HANDICRAFT	474.911	523.928	330.860	63,1
ELECTRICITY & WATER SUPPLY	428.799	462.529	326.668	71,1
AVERAGE HOURLY EARNINGS OF WORKERS				
MINES	1.624	1.754	1.378	78,6
ELECTRICITY & WATER SUPPLY	2.141	2.151	1.700	79,0
INDUSTRY-HANDICRAFT	1.564	1.671	1.378	82,5

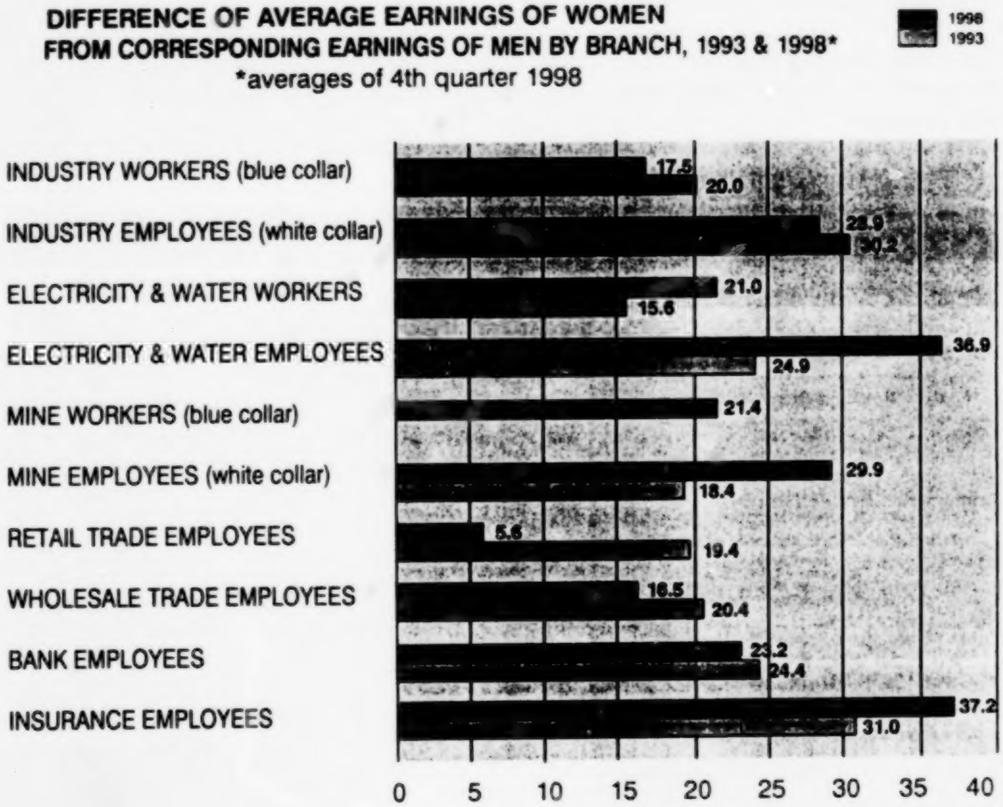
Source: NSSG, Labour Statistics 1993, 1999
Data processing by KETHI

** Fourth quarter 1998*

In the period under consideration (1993 - 1998), the relation of earnings between men and women improved in most branches but deteriorated in some, in the sense that the difference in average earnings increased or decreased. This relationship is shown in the following diagram.

The two sectoral categories in which there has been an increase in the difference in earnings by gender are included in the one-digit branches of economic activity "Electricity, Natural Gas and Water Supply" and Intermediate Credit Institutions), which showed an increase in the employment of women by 11% and 37%, respectively, and indeed a higher increase in occupations of a higher level.

A difference in average earnings is noted in all branches, and ranges, in 1998, from 5,6% for retail trade employees to 32,2% for insurance company employees.



DIFFERENCE OF AVERAGE EARNINGS OF WOMEN FROM CORRESPONDING EARNINGS OF MEN BY BRANCH, 1993 & 1998*

*averages of 4th quarter 1998

Source: NSSG, Labour Statistics 1993, 1998
Data processing by KETHI

Migrants/Foreign labour force

According to data of the Greek Manpower Employment Organization (GMEO) processed by the National Employment Observatory, aliens who filed an application for a residence card in 1998 were approximately 372.000. It is now estimated that the total number of immigrants has risen to 1.000.000, most of whom live and work in the country without legal permission.

The data listed below, those concerning countries from which originate proportionately more women than men applying for residence cards in Greece, are of particular interest.
With the exception of immigrant women from the Philippines (their immigration started two decades ago and they now have an association and a kindergarten for their children), who are employed mainly in the branch of services in private households, employment of women from other countries by branch is not obvious. Our services cooperate with GMEO and process the data concerning sectors of specialisation declared by applicants in order to identify cases of exploitation of these women, if any.

Countries sending a higher proportion of women than men immigrants include, as can be seen from the following tables, the Philippines, the Ukraine, Moldavia, Georgia, and Bulgaria.

FOREIGN NATIONALS APPLYING FOR A RESIDENCE CARD IN 97 - 98

COUNTRY	TOTAL	MEN	WOMEN
TOTAL	352,623	255.503	88.446
Albania	228.858	185.061	38.598
Other countries	24.332	14.743	8.907
Syria	3.174	2.964	150
Moldavia	4.232	1.022	2.972
Philippines	5.289	894	4.263
Egypt	5.995	5.391	336
India	6.347	5.902	97
Georgia	7.053	2.504	4.422
Poland	8.111	4.369	3.432
Ukraine	9.168	1.763	7.314
Pakistan	11.284	10.680	53
Romania	15.868	10.706	4.856
Bulgaria	22.921	9.454	13.037

(The difference observed between the total column and the sum of columns 2 and 3 of the table results from failure to fill the item "sex" in 8.689 applications).

[illegible] DISTRIBUTION BY COUNTRY OF ORIGIN AND SEX

COUNTRY	TOTAL	MEN	WOMEN
TOTAL	100	74.3%	25.7%
Albania	100	82.7%	17.3%
Other countries	100	62.3%	37.7%
Syria	100	95.2%	4.8%
Moldavia	100	25.6%	74.4%
Philippines	100	17.3%	82.7%
Egypt	100	94.1%	5.9%
India	100	98.4%	1.6%
Georgia	100	36.2%	63.8%
Poland	100	56.0%	44.0%
Ukraine	100	19.4%	80.6%
Pakistan	100	99.5%	0.5%
Romania	100	68.8%	31.2%
Bulgaria	100	42.0%	58.0%

[illegible] PERCENTAGES OF MEN AND WOMEN BY COUNTRY [illegible] ORIGIN

COUNTRY	TOTAL	MEN	WOMEN
TOTAL	100%	100%	100%
Albania	64.9%	74.4%	43.6%
Other countries	6.9%	5.8%	10.1%
Syria	0.9%	1.2%	0.2%
Moldavia	1.2%	0.4%	3.4%
Philippines	1.5%	0.4%	4.8%
Egypt	1.7%	2.1%	0.4%
India	1.8%	2.3%	0.1%
Georgia	2%	1.0%	5.0%
Poland	2.3%	1.7%	3.9%
Ukraine	2.6%	0.7%	8.3%
Pakistan	3.2%	4.2%	0.1%
Romania	4.5%	4.2%	5.5%
Bulgaria	6.5%	3.7%	14.7%

Source: GMEO, Applications for residence cards by foreigners 1998
Data processing by: National Employment Observatory

MIGRANT WOMEN BY MARITAL STATUS	
Total	100%
[illegible]	59.9%
[illegible]	27.7%
[illegible]	7.6%
Widowed	3.4%
Not Declared	1.5%

Of the foreigners who were registered by the Labour Force Survey in 1998 (abt. 228.000), women accounted for 50% of the total and 40% of the labour force. The migrants registered by the Survey make up 3,8% of the labour force of the country.

FOREIGN NATIONALS IN GREECE BY EMPLOYMENT STATUS AND SEX, 1998

POPULATION BY EMPLOYMENT STATUS

	TOTAL	MEN	WOMEN
TOTAL	228.323	113.777	114.546
LABOUR FORCE	167.140	100.534	66.606
EMPLOYED	144.855	90.740	54.115
UNEMPLOYED	22.285	9.794	12.491
NON ACTIVE	61.183	13.243	47.940

DISTRIBUTION BY SEX AND EMPLOYMENT STATUS

	TOTAL	MEN	WOMEN
TOTAL	100	49.8	50.2
LABOUR FORCE	100	60.1	39.9
EMPLOYED	100	62.6	37.4
UNEMPLOYED	100	43.9	56.1
NON ACTIVE	100	21.6	78.4

EMPLOYMENT INDICATORS

	TOTAL	MEN	WOMEN
TOTAL	100	100	100
LABOUR FORCE	73.2	88.4	58.1
EMPLOYED	63.4	79.8	47.2
UNEMPLOYED	13.3	9.7	18.8
NON ACTIVE	26.8	11.6	41.9

PERCENTAGE OF FOREIGN NATIONALS IN TOTAL, BY EMPLOYMENT CATEGORIES

	TOTAL	MEN	WOMEN
TOTAL	2.6	2.7	2.5
LABOUR FORCE	3.8	3.7	3.8
EMPLOYED	3.7	3.6	3.7
UNEMPLOYED	4.7	5.2	4.3
NON ACTIVE	1.4	0.9	1.7

Source: NSSG, Labour Force Survey 1998, 2nd quarter
Data processing by KETHI

Employed migrant women, according to the survey, account for 3,7% of employed women with a high concentration (abt. 80%) in three branches: 55% in private households, 14% in hotels-restaurants and 10% in manufacturing industries.

DISTRIBUTION OF EMPLOYED MIGRANTS BY ECONOMIC ACTIVITY, 1998

BRANCH	MEN	WOMEN
TOTAL	100%	100%
Agriculture, animal husbandry, hunting & forestry	3.0%	3.0%
Fishing	0.4%	0.0%
Mines and quarries	0.1%	0.2%
Manufacturing industries	23.7%	9.9%
Electricity, Natural gas and water supply	0.2%	0.0%
Construction	42.0%	0.1%
Wholesale and retail trade etc	13.7%	6.3%
Hotels and restaurants	5.9%	14.1%
Transport, storage and communications	2.2%	1.5%
Intermediate credit institutions	0.0%	0.0%
Management of real estate, leasing	2.1%	3.7%
Public administration, defense, compulsory insurance	0.3%	0.6%
Education	1.3%	2.2%
Health and social care	0.7%	2.2%
Other service providing activities	3.4%	1.3%
Personnel in private households	0.4%	54.9%
Foreign jurisdiction organisations and bodies	0.5%	0.0%

Source: NSSG, Labour Force Survey 1998
Data processing by KETHI

ARTICLE 12

WOMEN AND HEALTH

THE GENDER PERSPECTIVE IN HEALTH

Due to biological, but also to social and financial reasons, women respond to health problems in a different way than men do. Like men, they are attacked by common diseases, but they experience them differently. The fact that they live longer than men is no justification for the higher percentage of chronic diseases and disabilities which afflict them. On the whole, women have a different perception of their health. Financial dependence, the experience of violence, the prejudices they experience since their childhood, the lack of autonomy in their sexual lives, and their inadequate share in decision-making centres, are all factors with a negative impact on their health.

Besides, biomedical insights, since they come from men and are based on male standards, overlook the effects of gender differences on diagnosis, treatment and, finally, health. Also, female morbidity and mortality standards change. Changes in the women's modes of living have made them vulnerable to diseases considered to be male illnesses until recent years.

Women, either as patients or as care-takers of patients (children, elderly persons), make use of health services more than men do.

The distribution of family care is fundamentally sexist. Women are in charge of children and elderly persons, of dealing with health structures and of health education within the family.

All this constitutes the female dimension of health. The aim is to ensure that health policy incorporates the gender dimension and tackles problems and women's relation to health in a special way.

NATIONAL HEALTH SYSTEM - INSTITUTIONAL FRAMEWORK

The Greek state has placed responsibility for dealing with the health problems of citizens, consequently also of women, without any discrimination, on the uniform and decentralised National Health System (Law 1397/83). The state undertakes to provide health services to all citizens on an equal basis, irrespective of their financial, social or occupational situation. The fact that Greece has adhered to the CEDAW Convention for the Elimination of all Forms of Discrimination against Women (Law 1342/83) has strengthened her commitment to provide health services to women without discrimination. Furthermore, our country has undersigned the Treaty of the European Community, which, along with article 152 of the Amsterdam Treaty provides for a high standard of protection of the health of man, and represents incorporation of equality in health policies. The Presidential Decree 176/97 issued in compliance with Directive 92/85/EEC and concerning measures for the safety of pregnant, post-partum and nursing women at work, belongs to this context.

Law 2519/97 "Development and Modernisation of the National Health System - Organisation of Health Services - Provisions on Drugs and other provisions" has overhauled the operation of the Health Centres, has placed priority on prevention and upgraded primary health care by networking. All this means a more rational utilisation of the primary health care units of the National Health System (ESY), of Insurance Organisations and Funds, and of local administration bodies and other organisations of the public sector: these are now organised and operate as primary health care-providing networks: they are connected, functionally and scientifically, to ESY hospitals and serve the three-fold aim of prevention- therapy - rehabilitation. The Health Centres are located in urban and semi-urban areas, they function on the basis of operational agreements among the organisations involved, and provide services by general practitioners, pediatricians, intern medicine doctors, gynecologists and other basic medical specialties including dentists, nurses, health visitors, social workers, etc. An aspect of great importance in the operation of these networks is the role of the family physician.

WOMEN AND HEALTH PROFESSIONS

ΚΕΙΜΕΝΟ ΓΙΑ ΜΕΤΑΦΡΑΣΗ

ΤΙΤΛΟΣ

According to data from the National Statistical Service of Greece, the population of the country increased from 10,2 million in 1991 to 10,5 million in 1998 (men: 5.183.147, women 5.333.219).

The percentage of elderly persons in the population increased from 15,2 in 1994 to 16,4 in 1997 while the percentage of children diminished from 17,3 in 1994 to 16,0 in 1997. We observe a decrease in the birth rate (the overall fertility index decreased from 2,23 in 1980 to 1,36 in 1994 and to 1,29 in 1998) and an increase in demographic aging. 1996 was the first year in which deaths (100.740) exceeded births (100.718) (Table 1).

The level of health of the Greek population has steadily improved in the last decades.

Life expectancy at birth for men and women has increased steadily since 1960 and was 75,3 years for men and 80,5 for women in 1998 (Table 1).

TABLE 1

1994	1995	1996	1997	1998
Estimated population in the middle of the year				
10.426.289	10.454.019	10.475.878	10.498.836	10.516.366
Male				
5.148.361	5.160.409	5.168.692	5.176.834	5.183.147
Female				
5.277.928	5.293.610	5.307.186	5.322.002	5.333.219
Overall fertility index				
1,36	1,32	1,3	1,31	1,29
Live births				
103.763	101.495	100.718	102.038	100.894
Deaths				
97.807	100.158	100.740	99.738	102.668
Life expectancy at birth				
Male				
75,1	75,0	75,1	75,3	75,3
Female				
79,7	80,2	80,3	80,6	80,5

Source: NSSG

Compared with other countries of the European Union, Greek men have the second best life expectancy and Greek women the sixth. The 5-year difference in life expectancy of Greek women compared to men is one of the lowest in the European Union (Table 2)

TABLE 2
Life expectancy at birth (in years) E.U. 15 (1995)

COUNTRY E.U. 15 *(average)*	MEN	WOMEN	DIFFERENCE**
	73,70*	80,10*	6,40
France	73,80*	81,90*	8,10
Spain	73,20*	81,20*	8,00
Finland	72,80	80,20	7,40
Portugal	71,30	78,60	7,30
Luxemburg	73,00	80,20	7,30
Belgium	73,40	80,20	6,80
Italy	74,90*	81,40*	6,50
Austria	73,60	80,10	6,50
Germany	73,30	79,70	6,50
Netherlands	74,60	80,40	5,80
Ireland	73,00	78,60	5,60
Sweden	76,20	81,40	5,30
United Kingdom	74,00	79,20	5,20
Greece	75,00	80,30	5,20
Denmark	72,70	77,80	5,10

* *estimate*
** *in order of difference*

Source: Eurostat 1997

The crude mortality rate increased moderately but steadily from 9,3 deaths per 1000 inhabitants in 1985 to 9,5 in 1997. This slight increase is due mainly to an increased number of deaths among over 75-year olds and to the aging of population. The crude mortality rates per sex and age show steadily a decreasing trend with the exception of women over 80 years of age. The average age of death which was 69,9 years for men and 74,3 years for women in 1985, increased steadily by 3 years in the last decade to 71,9 years for men and 77,7 years for women in 1996, while in 1995 they were 71,8 and 77,7 respectively. (Health Care in Greece - Ministry of Health and Welfare).

The steady mortality rate due to all causes of death for all ages, per 100.000 inhabitants, according to the Health for All Database for 1995, is below the European Union Average (Greece: 700,48, E.U.: 725,13).

The overall female mortality below 65 years of age is the lowest of all European Union countries (Health Care in Greece: Ministry of Health and Welfare).

The main causes of death of Greek women in 1996 are distributed as follows: cardiovascular diseases 56,2%, malignancies 18,2%, respiratory diseases 5,5%, accidents, suicides, murders 2,4%, other causes 17,6% (National Statistical Service of Greece).

The incidence of cancer in Greek women is the lowest in the European Union and female overall cancer mortality is 20% lower than the E.U. average. Overall mortality due to breast cancer decreased in the last decade to 14,4 per 100.000 inhabitants (1995 data) while the E.U. average was 10,3. Female mortality due to cervix cancer in Greece remained at one of the lowest levels, and lung cancer rates among Greek women are over 50% lower than the E.U. average (Health Care in Greece: Ministry of Health and Welfare).

Deaths from respiratory diseases and accidents decrease steadily. On the other hand, traffic accidents represent an increasing health problem. Deaths from suicide and murder are at the lowest European level and accounted only for 3,07 per 100.000 inhabitants in 1996 (5,7 men and 1,8 women), whereas the E.U. average in 1995 was 11,6 (Health Care in Greece: Ministry of Health and Welfare).

Infant mortality decreased by more than 60% from 17,9% in 1980 to 6,44% in 1997. The same trend is observed in maternal mortality. Maternal mortality has decreased by more than 25% since 1982 coming close to one of the lowest levels in the European Union (0,00 in 1000 live births in 1997) (Health Care in Greece: Ministry of Health and Welfare). (Table 3)

TABLE 3

	1994	1995	1996	1997
Maternal mortality	1.93	0,00	4,96	0,00
Infant mortality	7,93	8,15	7,25	6,44
Infant deaths (<1)	823	827	730	657
Male	436	472	407	354
Female	387	355	323	303

Source: NSSG

Child mortality is low. Health conditions at birth are very good. All women in Greece give birth in fully equipped maternity clinics with the assistance of specially trained personnel (Table 4)

TABLE 4					
	1994	1995	1996	1997	1998
Child mortality ([illegible])	0,0108	0,0088	0,0115	0,0117	0,0113
Deaths of children 1-4	113	92	120	123	119
Male	58	50	72	73	59
Female	55	42	48	50	60
Attendant at birth					
Physician	99,3	99,5	99,6	99,4	98,9
Midwife	0,3	0,3	0,3	0,5	0,7
Nurse	0,3	0,1	0,0	0,0	0,3
Other person	0,1	0,1	0,1	0,1	0,1

Source: NSSG

WOMEN'S HEALTH

Women's special health problems are dealt with by specialised services of the Ministry of Health and Welfare - Sector for Prevention - Health Education and Care.
The aim is to improve health by the implementation of positive measures.

- A "Programme for Prevention of Cancer in Women" (1999) was applied in the Region of Eastern Macedonia and Thrace. It included printed material, services rendered by the local teams and, in addition, by mobile units, where necessary.
- Popularised pamphlets, scientific printed material and essays on oncology were disseminated among young physicians, nursing personnel, medical students as well as the general public on matters of prevention and management of women's cancer.
- Programmes of free examinations including breast palpation, mastography, breast ultra-sound and PAP test are performed by gynecologists, specially trained nurses and specialised cytology laboratories. Several cancer institutes in cooperation with local authorities carry out screening tests. Such institutes are the Greek Cancer Society, the Greek Institute of Oncology, and the Greek Cancer Institute.
- There are mobile units for preventive examinations for cervix, uterus, and breast cancer, where women are examined annually at their places of residence. In two large campaigns with mobile units, the Greek Society of Oncology enabled the female population of 11 Districts to undergo gynecological examination and mastography.

All these efforts are intended to make women of different social strata and different educational levels familiar with prevention. In cooperation with local administration authorities and with women's organisations, information concerning prevention is disseminated, and methods, which women can use to self-examine themselves, are taught.

Women undergoing examination are informed in writing about their examination results. If the examination findings indicate a need for further tests or treatment, the women are forwarded to health care units.

Preventive checks in our country rely on voluntary visits of women to hospitals or mobile units.

Psychosocial rehabilitation has been practiced for several years: it is provided mainly by the scientific teams of cancer hospitals and cancer societies in accordance with international specifications and standards.

Care is taken (through cancer hospitals, Health Centres and unions) to provide moral and material assistance and aid to patients and their families.

In Athens, Thessaloniki, and in other Greek cities, hostels are being established for accommodation and protection of cancer patients.

The General Secretariat for Youth has published two handy pamphlets about breast cancer and cancer of the uterus.

The Ministry of Health has set up special outpatients' dispensaries for osteoporosis in regional hospitals of ESY, which are supported by special laboratories and apparatus for measuring bone density. It also finances educational programmes for medical staff on early diagnosis, prevention and treatment of post-menopausal osteoporosis.

Thyroid diseases in Greece are about 5 times as frequent in women as in men. They mostly appear in the form of simple goiter, followed in frequency by functional disturbances (hyperthyroidism, hypothyroidism), thyroidites and thyroid cancer.

A decisive factor in reducing the incidence of simple goiter was the addition of iodine to cooking salt in the 1960s.

Thyroid diseases are treated in specialised endocrinology departments of ESY hospitals supported by endocrinology laboratories and isotope sections. This has contributed to early diagnosis and treatment of thyroid conditions and has led, accordingly, to a reduction of morbidity and mortality.

Family Planning

Family Planning was introduced in Greece by Law 1036/80 while Law 1397/83 made it a part of the National Health System. It is a significant component of basic health services and an integral part of Primary Health Care. It contributes to conscious choices about having children, helps in coping with reproduction problems and prevention of sexually transmitted diseases, reduces the consequences of undesired or premature pregnancies, helps to prevent cancer in women (breast, cervix) and promotes sex education.

The aim is to ensure equitable coverage of population needs through Family Planning Centres (KOP), one in each prefectural hospital, and advice in addition to similar family planning services through all Health Centres. There are today 46 KOPs, most of which operate in the context of Gynecological-Obstetrics clinics of Regional and Prefectural Hospitals, while some operate through IKA or PIKPA services. When a hospital does not have a KOP, family planning is provided by Obstetrical and Gynecological Outpatients departments. Similar services are offered by 60 Health Centres.

KOPs are open daily or at set days and times and they provide specially trained staff: training is provided by the training centres, one in Athens and another in Thessaloniki. After the completion of their training, graduates of the two centres are often employed at Health Centres which are organised so as to be able to provide family planning advice and services. The development of such services by Health Centres in recent years has mitigated problems resulting from unequal geographic distribution of KOPs, especially on the Greek islands.

The personnel offering family planning services visit communities to provide information, awareness and activation of local populations: they cooperate with local administrative, educational, and other authorities. They keep themselves always at the disposal of schools at all levels to provide information after an understanding with parents' associations and with the authority having jurisdiction over Health Education in schools.

They also visit settlements of gypsies and other minority groups to offer information and awareness; such groups usually call on health services for health care but not for assistance in protecting and improving their health. The family planning organisation is publicised through the media, e.g. local radio, press, television.

In addition to family planning advice, KOPs offer PAP tests and gynecological examinations free of charge and placement of endometrial IUD (spirals) at low cost compared with the rates prevailing in the private sector.

The Family Planning Centres of EOKF-PIKPA, and of the hospitals "ALEXANDRA" and "ARETAEIO" extend their free services beyond PAP and gynecological examinations to include free endometrial placement of IUD (spiral).

Development of a worthwhile network of family planning services takes time. Problems encountered so far are associated with shortage of trained staff and lack of suitable space. It is recognised that awareness and interest on the part of hospital presidents and directors is the key to ensuring appropriate operation and promotion of family planning.

Contraception - Abortion

The fact that contraceptives are handled by the private sector prevents gathering of data on contraception in our country. Preservatives and interrupted coitus apparently continue to be the most commonly used methods. Increased utilisation of preservatives is linked with AIDS and the relevant information campaign; it apparently also accounts in part, combined with legalisation of abortion (Law 1609/86) and spread of family planning, for a reduction in the number of abortions.

According to estimates of the Family Planning Department of the 2nd Obstetrical and Gynecological University Clinic of the Aretaeio Hospital, contraceptive methods used in Greece present the following distribution: Condom 45%, interrupted coitus in combination with the rhythm method 20-30%, contraceptive pill 2%, endometrial IUD 10%. In respect of use of endometrial IUD, contraceptive pill and spermicides, the difference between Athens and provincial areas may amount up to 40%. The diaphragm, female prophylactic and other methods are known in Greece but are not in use.

The number of abortions in years 1994 - 2000 shows a decline by about 30% in the general population. The reduction of abortions among the teenage population (16 - 19 years of age) is particularly encouraging. It is due both to frequent information activities offered at schools by the Ministry of Education in cooperation with various organisations, such as the Greek Society of Childhood and Juvenile Gynecology on the one hand, and to the frequent use of condoms as a result of the increase in sexually transmitted diseases.

According to the same source (Family Planning Dept. of the 2nd Obstetrical and Gynecological University Clinic of the Aretaeio Hospital), a figure of 100.000 to 120.000 abortions are annually reported by various medical centres of Athens and the periphery. This figure is still relatively high but is significantly reduced compared to previous years.

Health education at Schools

The programmes of Health Education at schools as designed and implemented by the Ministry of Education, aim at enhancing responsibility, self-respect, self-confidence, personality and skills of the students through active and experience-based learning and at making a substantial contribution to the adoption of healthy attitudes and behaviours in life.

The programmes comprise many subjects including addictive substances, cancer - smoking - diet, controlling anxiety, etc. Important entities in health education are the subjects dealing with inter-sexual relations and sex education, sexually transmitted diseases, AIDS, hepatitis B, interpersonal relations and mental health (racism, violence, dealing with grief, xenophobia), gender equality, social exclusion and equal opportunities.

Health education was introduced to schools by Presidential Decree 35/91, which stipulated that health education subjects were optional subjects in secondary education. A ministerial decision in 1992 (G2/4867/28-7-92) specified that health education programmes were part of school activities.

The educational reform (Law 2525/1997) did not include any provision concerning health education that, consequently, continued to be included in the optional subjects of secondary education.

Law 2817/2000 on "Education of persons with special educational needs and other provisions" made health education a compulsory subject in primary and secondary education. Article 7 provides for the application of health education programmes which form part of the syllabuses and curricula of schools and include the detailed contents and activities taught.

Responsibility for the implementation of "Health Education in Schools" rests with the National Educational Network for Health Education, which has been functioning since 1995 and includes:

a. the Health Education Office of the Directorate of Secondary Education of the Ministry of Education,

b. the Officials in Charge of Health Education (one at each Directorate of Secondary Education in the country),

c. the teachers implementing health education programmes at schools.

Systematic implementation of health education programmes started in school year 1994 - 1995. In the 3-year period 1997 - 2000, 2.100 health education programmes were conducted in secondary schools; 15% of these involved sex education and interpersonal relations.

Furthermore, 52 pilot programmes in support of initiatives in matters of health education were carried out in the form of joint events between school units and other bodies. Out of these, 15 programmes involved primary education.

Of particular importance were activities in the field of further training of teachers, which included:

- a ten-day, 80-hour further training seminar for Officials in Charge of Health Education (August 1998)
- a two-month, 240-hour further training programme for 120 officials of health education from all Directorates of Secondary Education in the country (June - July 1999)
- 123 intensive 40-hour further training seminars, distributed among all Directorates of Secondary Education in the country. The seminars were attended by 4.000 school teachers, 10% of whom served in primary education schools.

Actions for dissemination and diffusion of Health Education involved:

- One-day meetings at prefectural level (one at each Directorate of Secondary Education), held during the school years 1997 - 1998 and 1998 - 1999
- Two one-day meetings for the Heads of Directorates and Offices of Secondary Education in the country, and for School Counselors (January 1998 and March 1999)
- One-day meeting at national level in Athens (November 1998)
- Two-day meeting at national level in Athens (January 2000).

During school years 1996 - 1997 and 1997 - 1998, the Ministry of Education, in cooperation with the National School of Public Health, conducted pilot programmes using the method of "peer education". Evaluation of these programmes demonstrated their influence on the attitudes and behaviours of students in the management of their everyday lives.

As of school year 2000 - 2001, health education is part of the curricula of primary and secondary schools.

For this purpose, a curriculum including 7 thematic units has been developed for two age groups (11 - 14 years of age and 15 - 18 years of age).

The thematic units are:

- Prevention of use of addictive substances
- Mental Health - Interpersonal relations
- Road traffic education - Accidents
- Sex education - Inter-sexual relations
- Cardiovascular diseases - Physical exercise
- Oral hygiene
- Nutrition - Dietary habits

The teaching methods in health education are based on active and experience-based learning.

Sex education and inter-personal relations are important units in health education: they are meant to form persons with self-awareness, responsibility, self-confidence, respect for companions both in inter-sexual and in inter-personal relations and to develop skills and behaviours contributing to positive management of their everyday lives.

Maternal nursing

Special efforts have been extended to promote and ensure in practice maternal nursing in our country. A National Maternal Nursing Commission was established (1993), and a worldwide Day of Maternal Nursing was instituted in 1995. Alongside the particular topic set each year, other activities, such as lectures, educational seminars, one-day meetings, information broadcasts by the media, artistic events etc. are organised, all aiming at increasing awareness and encouraging friendly and supportive attitudes to promote and protect maternal nursing.

Apart from health organisations, other bodies, such as local administration authorities, educational authorities, the Church etc., take part in the organisation of the events.

Pediatricians and midwives employed in Health Centres take advantage of the opportunity to make presentations about the advantages and the value of maternal nursing at schools of their respective areas.

Finally, 40-hour seminars on maternal nursing are addressed to Pediatricians and Midwives of the Obstetrical and Neonate Clinics of Public Hospitals.

Artificial insemination

Law 2071/92 attempts to provide the legislative framework for artificial insemination: it stipulates that the procedure may be implemented only in public hospitals or in well-organised gynecological clinics. The same law provides for promulgation of a Presidential Decree regulating detailed issues.

A special committee "for the operation of artificial insemination units" has been set up within the Central Health Board (KESY). This is a complex and multidimensional issue involving bioethical issues as well as biomedical technology. There are different opinions among the bodies concerned (church, scientific community etc.) and issuing of the required Presidential Decrees is a time-consuming procedure.

Action of non-governmental organisations

An important role has been played by non-governmental organisations in the field of information and awareness concerning sexual and reproductive health.

The **Society for Family Planning** provides free information, advice and family planning services to Greeks and immigrants regardless of socioeconomic and educational level.

It cooperates closely with organisations, such as U.N.O. (High Commissioner), Medecins sans Frontieres, Physicians of the World etc. in an effort to meet the needs of women immigrants in family planning matters.

The activities of the Society for Family Planning (EOP) include:

- Publication in Greek of the Charter of the International Family Planning Federation about sexual and reproductive human rights
- Publication of a quarterly Family Planning Bulletin which is sent free to 3.000 addresses throughout Greece (incl. politicians, MP's/ Euro MP's, departments, ministries, women's organisations, universities, medical schools, health professionals, teachers etc.)
- Organisation of congresses and seminars under the auspices of the 2nd Obstetrical and Gynecological University Clinic of the Aretaeio Hospital, addressed to doctors, social workers, psychologists, professors, graduates of Nursing and Midwifery Schools, and Health Visitors. The topics of the congresses and seminars include health education, the young, contraception, sexually transmitted diseases and the role of minorities, as well as a better sex education and access of the above groups to Family Planning Centres. Examples are the one-day meeting on "Sexual and Reproductive Rights and Health of Minorities in Greece" (May 1999) and the 1st Panhellenic Congress on "A child - a desired child", held in cooperation with the General Secretariat for Equality, the General Secretariat for Youth, IDDE and other agencies in May 1998.
- Postgraduate seminars on Family Planning for health professionals
- TV and radio promotion of Family Planning and Contraception (interviews, spot etc.)
- Talks addressed to women from Iraq, Egypt, Iran, Romania etc.

The Greek Society of Child and Juvenile Gynecology organised:

- Programmes of Health Education and inter-sexual relations at schools (gymnasium - lyceum) in Athens and in province under the auspices of the Ministry of Education
- A programme on inter-sexual relations at the schools for parents of the Archbishopric of Athens

- Information visits of school boys and girls at the Aretaeio Hospital, including a visit to the gynecological office of the Department of Child and Juvenile Gynecology, and advisory information by doctors of the Department of Child and Juvenile Gynecology and Family Planning of the 2nd Obstetrical and Gynecological Clinic of the Athens University.
- An international conference on "Young women in the dawn of the 21st century - gynecological and reproductive issues on health and illness", Athens, 18 - 21.11.1998.

The **Association of Greek Women** organised congresses and seminars on health issues under the titles:

1. "Artificial insemination" (biological, social, psychological and legal implications), 1996.
2. "Health, Social Benefits - Family Planning" (1997).

The **Regional General and Maternity Hospital "Elena Venizelou"** organised on 30-31 October 1998 in Athens the 3rd Postgraduate Congress of Obstetrical Gynecology "Nikolaos Louros" on menopause.

The **Association for the Rights of Women** published an article entitled: "Woman and Health" in its magazine "WOMEN'S STRUGGLE" (No 61-62/1996) and an article entitled "Problems of Health and Safety in the Work Place for Women Workers" in its book "Work, trade unionism and gender equality".

SEXUALLY TRANSMITTED DISEASES

In the attempt to put under control diseases transmitted sexually, an auti-aphrodisiac medical clinic with the purpose to examine prostitutes working in the district of Attiki. Similar control takes place in medical clinics of local Authorities.

AIDS control consists an important target of the national health policy. Through the Centre of Special Infections Control, actions aiming at the sexual education are promoted as well as the first and second degree care of persons sufferring from AIDS/HIV.

1. Women and HIV infections

According to data of the Centre for Control of Special Infections (KEEL), the total number of AIDS cases reported in our country until 31 December 1999 is 2015, of whom 31 (1,6%) are children under 12 years of age; distribution by sex is 267 women and 1.749 men.

The use of powerful antiretroic treatments since September 1996 resulted in a prolongation of survival (significant decline in the number of reported deaths since 1997) (Table 5) and in the chronicity of the infection (reduction of reported cases by year since 1997) (Table 6).

TABLE 5						
Reported AIDS deaths by year of death and by sex in Greece to 31.12.1999						
Year	Men		Women		Total	
	N	%	N	%	N	%
1992	98	9,4	10	7,5	108	9,1
1993	98	9,4	9	6,7	107	9,1
1994	130	12,4	17	12,7	147	12,4
1995	137	13,1	16	11,9	153	12,9
1996	127	12,1	24	17,9	151	12,8
1997	71	6,8	13	9,7	84	7,1
1998	54	5,2	8	6,0	62	5,2
1999	45	4,3	8	6,0	53	4,5
Unknown	30	2,9	8	6,0	38	3,2

Source: KEEL

TABLE 6						
Reported AIDS cases by year of diagnosis and by sex in Greece to 31.12.1999						
Year	Men		Women		Total	
	N	%	N	%	N	%
1992	167	9,6	23	8,6	190	18,41
1993	148	8,5	21	7,9	169	16,28
1994	183	10,5	32	12,0	215	20,62
1995	186	10,6	27	10,1	213	20,37
1996	191	10,9	42	15,7	233	22,24
1997	142	8,1	25	9,4	167	15,91
1998	98	5,6	12	4,5	110	10,46
1999	79	4,5	19	7,1	98	9,31
Total	**1748**	**100%**	**267**	**100%**	**2015**	**100%**

Source: KEEL

To ensure a more reliable monitoring of the epidemic, the existing epidemiological system was extended as of January 1999 to include anonymous and confidential reporting of HIV seropositive individuals.

The registration of HIV seropositive subjects was retroactive and covered HIV infections since the beginning of the epidemic.

The total number of HIV seropositive subjects diagnosed until 31.12.1999 is 4.920 subjects including 70 (1,4%) children under 12 years of age. Of the children, 71,4% are boys and 28,6% are girls, while among adolescents/adults 82,8% are men and 17,2% are women. Determination of the mode of infection in adolescents/adults was possible in 65% of the subjects recorded. Of those, 41,1% are homo/bisexual men and 14,8% were infected by heterosexual transmission.

The rate of infection in the group of intravenous Drug Users remains low (3,4%). From the evaluation of the trends of the epidemic over time, the following conclusions are drawn: (KEEL: The epidemiology of Aids and HIV infection in Greece to 31.12.1999).

- The trend of the infection over time is increasing in both sexes, especially in men
- The trend is increasing in all three age groups: <25, 25-39, >40 years, with a more rapid increase in the 25-39 age group
- The main mode of infection in Greece is by sexual transmission - homo- or heterosexual. According to epidemiological assessment of the data, the trend over time is increasing for both categories of infection but a higher increasing trend is seen in the group of homo-/bisexual men.

Specifically as regards women, we note that although men make up the majority of diagnosed seropositive subjects (82,8% as against 17,2% for women) the study of distribution by age group proves that the percentages of diagnosed seropositive women of adolescent or young age, i.e. from 13 to 29 years old, compared with men of the corresponding age groups is higher (37,7% as against 25,0%) (Table 7). As regards the factor "infection", the heterosexual sexual intercourse is the main mode of transmission of the virus to women (53,7% as against 6,7% of men) (Table 8). We also know of the increasing trend of heterosexual transmission of the HIV virus, observed worldwide over the last years, especially among women.

TABLE 7

Adult/adolescent HIV (13 + years of age) by age group at diagnosis and sex reported in Greece by 31 December 1999

Age group	Males		Females		Total	
	N	%	N	%	N	%
13-14	13	0,3	1	0,1	14	0,3
15-19	65	1,6	19	2,3	84	1,7
20-24	252	6,3	98	11,8	350	7,3
25-29	671	16,8	195	23,5	866	18,0
30-34	854	21,4	149	18,0	1.003	20,8
35-39	665	16,7	111	13,4	776	16,1
40-49	751	18,8	105	12,7	856	17,8
50-59	323	8,1	55	6,6	378	7,8
60 +	250	6,3	51	6,2	301	6,2
Unknown	144	3,6	45	5,4	189	3,9
Total	**3.988**	**100,0**	**829**	**100,0**	**4.817**	**100,0**

Source: KEEL

TABLE 8

HIV + cases by transmission group and sex reported in Greece 31 December 1999

Transmission group	Males		Females		Total	
	N	%	N	%	N	%
Homo/bisexual males	1.982	49,7	1.982	41,1		
Homo/bisexual males	129	3,2	35	4,2	164	3,4
Injecting Drug Users (IDUs)	187	4,7	14	1,7	201	4,2
Hemophiliacs Coagulation disorder	41	1,0	29	3,5	70	1,5
Transfusion recipients	266	6,7	445	53,7	711	14,8
Heterosexuals	1.383	34,7	306	36,9	1.689	35,1
Total	**3.988**	**100,0**	**829**	**100,0**	**4.786**	**100,0**

Source: KEEL

This increase in HIV infection in the female population, particularly among adolescent and young women, and the implications for themselves and for their environment, have led to taking action for prevention and awareness of women, with special emphasis to the particular biological, psychological and social circumstances making them vulnerable to HIV infection and other sexually transmitted diseases.

The advisory station and the telephone line for AIDS (KEEL structures) took part in 1997 in a European research project on the topic: "Women and HIV - Infection in Europe". The project was intended to record and evaluate the particular needs of the population who use the AIDS telephone lines in terms of information and prevention of Aids and other sexually transmitted diseases (STD). According to the results of this research, Greek women participating in the project had basically the same characteristics as their French and Spanish counterparts. The differences noted concern mainly psychosocial and cultural factors, which determine and shape attitudes and perceptions of women in the context of heterosexual relations. However, compared to women from other European countries, there is a much higher percentage of Greek women who think that further information in relation to matters of concern to them would be useful, especially if provided by a female adviser: Moreover, there is a higher percentage of women who seem to be unaware of the risks they run in connection with sexually transmitted diseases, including Aids. Finally, fewer Greek women visit a gynecologist or GP regularly. The research demonstrated the need for a Mediterranean network for women at risk from HIV infection.

2. Mediterranean Network for women at risk by HIV infection

Through its Advisory Station and its Telephone Line, KEEL participated in a European project for development and support of an advice and service-providing network, adapted to the needs and desires of the female population in an effort to reduce the incidence of HIV infection in women, their partners and their children (1998 - 1999). The basic activity sectors of the Mediterranean Women's Network for Greece included:

- Training of advisers serving at the Advisory Station and the Telephone Line in such subjects as: psychosocial care and support of seropositive women, female sexuality and analysis of cases with HIV infection, the experience of seropositivity in women, the experience of the illness in children.
- Inter-disciplinary committees:
- Subject 1: "Maternity - Seropositivity". Attended by women from various departments who deal with seropositive women or women in general.
- Subject 2: Women - Migrant population". Attended by persons from various departments who deal with migrant population groups. Issues concerning women prostitutes were also discussed.
- A bulletin in two languages in which articles were published on the subjects: "Health professionals in the face of HIV infection" and "How acts of violence against women can be an aggravating factor in HIV infection"
- Presentation of activities at an Internet site
- Interconnection/contacts dealing with women / women's issues
- Search at the National Research Institute for bibliography on the subject: "Women and HIV infection"

- Presentations at congresses and day-meetings on: "Women and AIDS" and "The importance of interconnection in the experience of the Mediterranean Women's Network"

3. Social Protection

The number of seropositive individuals and Aids patients receiving free antiretroic therapy is 2.548. The total cost of therapy amounts to GRD 510 million per month. The number of women receiving antiretroic therapy to date is 482 (18%) and the cost amounts to GRD 9.640.000 per month, approximately (KEEL data).

All seropositive patients are entitled to free antiretroic therapy, which is given anonymously (identification by initials and a code number). They are also entitled to an allowance (GRD 91.000 monthly), that is paid regardless of their financial situation and without mentioning of the illness.

Laboratory tests and clinical follow up are provided free of charge at the Units for Special Infections (16 in the entire country) and at the Aids Reporting and Monitoring Centres (9 all over Greece).

There is a hostel for indigent patients and seropositive subjects in Piraeus; in Athens, there is a telephone line and an advisory station providing psychosocial and legal support and information.

A home treatment unit operates 16 hours a day serving AIDS patients on their dismissal from hospital upon recommendation of a physician from the Unit for Special Infections; a dental office tends patients and seropositive subjects. A Reporting Centre on circumstantial infections is also in operation.

In Thessaloniki, a telephone line is run by an NGO with KEEL support. There is also a Citizens' Information Station providing psychosocial support; in addition to advice and information, it includes a hospitality facility and an inter-Balkan centre for international cooperation on AIDS.

4. Public opinion awareness campaign on HIV infection

KEEL develops many-folded activities with a view to informing and promoting awareness among the general public and among the following target groups:

The Automotive Information Unit is equipped with a static balloon/preservative with the two human figures, which is the visual prevention message of the European campaign. Two information campaigns are undertaken each year: one in winter concentrating on urban centres and another in summer involving the countryside, with emphasis on tourist areas.

The campaigns include a multi-action programme, including: Placement of posters in much frequented locations, distribution of material and shows in bars, clubs and traffic intersections, stands for information and distribution of printed material and gifts, happenings and events in central squares and fashionable beaches. During the campaigns and alongside the above mentioned activities, printed material and gifts are distributed at ports, airports and toll-posts.

The keynote theme is set each year by the World Health Organisation.
In 1994, under the theme "AIDS and Family - By care of the family", emphasis was laid on information of women as individuals and as candidate mothers but also as persons playing a leading role in the care of family health.

Brochures have been printed for students, for drug addicts, for sailors etc. Of particular importance is the special brochure for women edited by KEEL in cooperation with the Telephone Line and the AIDS Advisory Station for the information and awareness of women concerning the dimensions of the problem, the modes of transmission, dangerous behaviours and positive attitudes, as well as concerning existing structures for advice and therapy.

5. Interventions in schools concerning HIV infection

KEEL visits schools in the district of Attica to inform lyceum and gymnasium pupils about prevention of AIDS and STDs.

In cooperation with MIKIO, a pilot intervention project was conducted under the title "AIDS Health Education and Awareness Project" in 10 schools (in Athens and in the provinces).

In cooperation with the National Public Health School, KEEL conducted a project entitled: "AIDS prevention in secondary education by the Peer Education Method". Two thousand books were printed for students and teachers, plus a thousand "What I know, what I should know about AIDS".

6. Prostitution and HIV infection

KEEL participates in the inter-state project "UMBRELLA", a sub-project of which under the name "APHRODITE" is being implemented in Thessaloniki with the participation of Albania and Bulgaria. The aim of "APHRODITE" is to inform women prostitutes in the region of Thessaloniki about AIDS and STDs. Specially trained personnel (outreach workers) visit prostitutes at their work places (streets, bars) and distribute brochures, condoms and lubricants. A special information telephone line (Help-Line) is operated. Pamphlets have been printed in three languages (Albanian, Bulgarian and Greek) and a Newsletter addressing them circulate every two months.

7. AIDS and migrant populations

KEEL takes part in the large European project "Aids and Mobility" aimed at informing migrant populations (immigrants, gypsies, migrant prostitutes, migrant drug users, injecting users etc.)

In 1997, a one-day meeting was held concerning control of HIV infection among target groups and a Panhellenic Network for Immigrants, Gypsies and other Migrant Populations was set up.

In 1999, the 2nd Annual Seminar on: "Access to New Treatments for Migrants Living with HIV and AIDS" was held in Athens: it addressed the living conditions of HIV seropositive migrants and their access to appropriate health services. A Declaration was drafted and signed (Athens Declaration), defending their rights in the matters discussed.

MIGRANTS - REFUGEES

In the context of the National Centre of Epidemiological Monitoring and Emergency Intervention (EKEPAP), migrant populations (immigrants - legal or illegal - refugees etc.) are registered, followed up and epidemiologically monitored.

Special vaccination programmes addressing vulnerable population groups are in progress. The Ministry of Health and Welfare sponsors multi-dimensional programmes (multi-valent centres, training, housing) conducted by non-governmental organisations for purposes of integrating refugees into Greek society.

The needs of women immigrants in terms of primary health care and health education are addressed by EOKF-PIKPA: its 70 medico-social centres all over Greece provide free services to all non-insured persons including immigrants.

The institutional framework of free medical and hospital care and drugs to immigrant patients includes the following categories:

- Foreigners citizens of countries which are signatories to the European Social Charter (ESC) of 1961, to the Revised European Social Charter of 1996, to the 1953 Council of Europe Convention of Medical and Social Care. This includes citizens of the following countries: Austria, Belgium, Bulgaria, France, Germany, Denmark, Estonia, United Kingdom, Ireland, Iceland, Italy, Spain, Cyprus, Luxemburg, Malta, Norway, Netherlands, Hungary, Poland, Portugal, Romania, Slovakia, Slovenia, Sweden, Turkey, Czech Republic, Finland.

Citizens of these countries residing or working legally in Greece are entitled to medical care on an equal basis with Greek citizens.

- Foreigners legally residing in Greece permanently:

For the provision of medical and hospital care and drugs, a health insurance booklet issued by an insurance organisation is required; these persons are not eligible for poverty certificates. When a patient of this category does not hold a health insurance booklet issued by an insurance organisation, he or she may be admitted to a hospital only on an emergency and only until their condition is stabilised. In normal cases, they can be hospitalised if they pay 50% of the estimated cost of hospitalisation in advance.

- Foreigners residing illegally in Greece:

Patients of this category receive emergency medical care only until their condition is stabilised.

- Alien political refugees:

Political refugees receive free hospital and medical care and drugs if they hold a refugee identity card, a certificate of application for asylum or the special certificate of residence on humanitarian grounds for aliens. These persons are also entitled to Social Welfare financial aids (grants).

In accordance with the institutional framework in force, hospitals supply drugs only to holders of insurance booklets and to political refugees (also to alien citizens of Greek origin holding a poverty certificate).

From records of the current situation and pertinent problems effected by the Ministry of Health, it appeared that immigrant patients, even if they are not in possession of the required documents and if they do not meet the requirements in force, do receive care from the structures of the National Health System (ESY). A typical example is that, at this time, over 80% of the beds of some maternity clinics are occupied by alien women who were admitted as "emergency" cases for free hospitalisation.

Furthermore, the organisations "Medecins Sans Frontieres" and "Doctors of the World", which provide free primary health care and health education as well as medical care and drugs to refugees and non-insured persons, cooperate with the structures of the National Health System and forward to them any patients in need of services they cannot provide (e.g. laboratory tests, hospitalisation).

GYPSIES

A series of measures are being undertaken for Greek gypsies, including housing interventions. In Thessaloniki, gypsies living until recently in tents were moved to an area with adequate infrastructure, made available for the purpose.

In the field of education, a three-year programme is now in progress. With regard to vocational training and occupation, special actions are being conducted. Support, advice and entertainment centres are in operation.

The programme of medical care for Greek gypsies includes health booklets to be handed to children, health booklets to be distributed to everyone immediately, and drafting of a special programme of information and awareness in health matters.

Information provided by Health Centres and by PIKPA to gypsy settlements and economic refugee camps to encourage them to use the services of primary health care is also important.

ELDERLY POPULATION

A series of facilities and benefits are provided for elderly persons without any discrimination based on sex. These are special benefits with regard to transportation (OSE - railway), communications (OTE- telephone) and tourism (EOT - tourist organisation), as well as tax exemptions. Benefits include housing aid, allowance for non-insured persons and adult social hostels.

Every year, 10-day long camping and spa programmes are made available to 14.000 elderly persons, with priority granted to solitary and low-income persons.

Considerable advances have been achieved with regard to the programme "Help at Home" undertaken by local administration organisations. In addition to the original 17 programmes, there are now 102 additional programmes operating throughout the country. The programme has already proceeded to the next stage, which involves another 130 Social Care Units operating in as many municipalities. For the period 2000 - 2004, purchase of 800 vehicles is planned for the requirements of the "Mobile Units". The programme "Help at Home" is designed to meet the needs of persons who are unable to take care of themselves. The programme includes provision for primary health care. It is intended to assist individuals and their families regardless of age or financial situation to enable them to cope with temporary or permanent problems in their homes.

The programme "Tele-Alarm" is conducted in Athens and in Thessaloniki in cooperation with the "Red Cross". It involves elderly persons with chronic conditions, and children with motor difficulties who live alone or are left alone for many hours while their relatives are at work. It consists of the installation of a terminal in the user's home enabling the user, at the touch of a button, to access the mobile unit and have loudspeaker communication with the operator, who advises the relatives or, depending on the gravity of the incident, the National Emergency Help Centre (166). The first systems were installed in 1996. There are now 100 operating in Athens and 85 in Thessaloniki. The programme is currently being extended, while the

"Red Cross" is being replaced by the Tele-Communications Organisation of Greece (OTE). OTE has initiated a tele-notification service against a monthly subscription fee of 4.000 GRD. The Ministry of Health subsidises connections for 1.000 users.

The prevailing idea in the field of social care for the elderly is that care ought to be provided at the user's home. The above programmes as well as the Centres for Open Protection of the Elderly (KAPI) which were initiated in 1978, are in line with that concept.

HANDICAPPED PERSONS

The state's care for handicapped persons is provided by the Ministry of Health and Welfare without any sex-based discrimination: as stipulated by law 2646/98 on "Development of the National Social Care System and other provisions", any person lawfully residing on Greek territory and being in a state of need, is entitled to social care by the agencies of the National System, such care having to be provided without discrimination, depending on the particular personal, family, financial, and social needs of that person.

Social care is divided into:

- Institutional care offered within nursing institutions for chronic conditions; these nursing institutions are now being converted to rehabilitation and treatment centres.
- Open protection offered through the Ministry's programmes.

The Ministry of Health and Welfare subsidises 156.000 individuals who are indigent, uninsured and unemployed with a 67% or higher degree of disability, and indirectly insured persons who are paid the difference between the benefit granted to persons of their category and the amount paid by their insurance organisation. The various insurance funds (IKA, OGA, TEVE etc.) also subsidise handicapped persons under certain circumstances.

Under law 2430/96, as amended by law 2557/97, and after the Presidential Decree 210/98 was enacted, the National Register of Handicapped Persons and the Disability Card for persons with a degree of disability over 67% were introduced; the relevant procedures and a uniform way of ascertaining disability were also established. A pilot application of the Disability Card is planned in the prefecture of Larissa.

The Register is expected to reflect the real dimensions of the problem, so that a more rational utilisation and a maximisation of the effects of policies may be ensured. The Disability Card is expected to simplify procedures and make the everyday lives of handicapped persons easier.

A series of interventions in public areas and in ergonomics are being put into effect. A seminar has been scheduled as well as a special brochure and electronic material pointing out the ergonomic arrangements in closed or open public areas, which are necessary to make such areas accessible to handicapped persons. Two pilot programmes are being implemented: one in Athens involving the building which houses the offices of the Ombudsman, constructed from the beginning in accordance with specifications making it accessible to handicapped persons, the other in Xanthi, involving a series of interventions and adjustments in the public buildings of the town, again with a view to making them accessible to handicapped persons.

A camping programme is available to handicapped persons: each year, 2.500 handicapped individuals are offered hospitality in camps equipped with an appropriate infrastructure. It is planned to extend the facility to accommodate handicapped children throughout the year. Projects involving construction, extension and equipment of Open Care Centres and Centres for Autistic persons are nearing completion.

Furthermore, 24 Centres for Social Support and Rehabilitation of Handicapped Persons are now being built and Autonomous Living Centres will soon be made available.

__The various measures taken to serve handicapped persons also include__:

- A card of free transportation for persons with 67% disability enables them to use the means of public transport in Athens and Thessaloniki without charge, and long-distance buses (KTEL) and trains (OSE) at a 50% discount. 200.000 beneficiaries are in possession of such cards.
- A right to acquire a tax-free car under certain circumstances is granted e.g. to persons with over 67% motor disability, tetraplegics - paraplegics, parents of mentally retarded children, of blind persons, of persons suffering from thalassaemia etc.
- Admission to university without entry examinations under the terms and conditions stipulated by law 2640/98 and subject to the rules of University Schools.
- Easier working schedules for those employed in the public administration, in organisations of the public sector and in the local administration. As an example, the spouses of tetraplegics - paraplegics with 100% disability and the parents of mentally retarded persons with 67% disability work 1(one) hour less, while blind telephone operators and paraplegics work 2 (two) hours less.
- Easier access to housing loans from the Loans and Consignments Fund, from the Postal Savings Bank and from the Workers' Housing Organisation.
- Creation of jobs for handicapped persons (Law 1648/98 as amended by law 2643/98)
- Programmes for vocational training of unemployed handicapped persons in the context of the fight against social exclusion.

MENTAL HEALTH

In the area of mental health and drug addiction, pioneer programmes are applied which, like all health services and benefits in our country, are equally available to men and women.

According to data of the Psychiatric Hospital of Attica, the distribution by sex of mental patients treated in it is 60% men and 40% women. Addicted men who present to the structures of the detoxification units of this hospital are many more than women (PHA).

Women's problems of mental health connected with use of mild tranquillisers seem to present the following characteristics: (Newspaper: Women's Independent Movement, November 1996):

- Over-prescription of drugs
- Even though the average life expectancy of women remains constantly higher than the average life expectancy of men, their level of health is lower
- Whilst smoking and alcohol consumption concentrate on younger age groups, use of anxiolytics seems to have a higher prevalence among older women
- As far as the use of addictive substances is concerned, an alarmingly positive stance of younger women is beginning to emerge, possibly due to inadequate information or, frequently, misinformation by peers, but may also be connected with the development of a particular attitude to life.
- 19% of women use tranquillisers, sedatives on a daily basis
- 70% of tranquilliser users are women.

The frequency of use of alcoholic drinks in the general population has remained constant in the last 15 years among both men and women. However, in the 18 - 24 years age group alcohol consumption increased from 28,8% to 35,6% (Research of the University Research Institute of Mental Health 1984, 1988, 1998 about the use of addictive substances in Greece). While average alcohol consumption in Greece is about the same as that of the European Union, no particular problems connected with alcohol are encountered: e.g. the death rate from cirrhosis and other liver diseases is about half the European average, and even that has declined in the last decade by 21% in women and by 22% in men (Health Care in Greece: Ministry of Health and Welfare).

According to the same research, the percentage of women smokers increased from 19,5% in 1984 to 29% in 1998, while the percentage of men smokers declined accordingly from 54% to 47%. n spite of this, men smoke more than women, except for the 12 - 17 age group. According to surveys among school populations, despite a considerable reduction of the number of smokers from 22% in 1984 to 14,6% in 1993, the trend has been reversed and the number of student smokers has again risen to 20,8%.

Policy measures taken to reduce smoking include legislative provisions (banning of TV advertisements and smoking in public premises), creation of centres for helping smokers to quit. Anti-smoking campaign, support of actions undertaken by non-governmental organisations etc.

According to the above-mentioned research of 1998, 12,2% of Greeks between 12 and 64 years of age have made use of illegal narcotic substances at least once in their lives. In the last 15 years, use has tripled compared to 1984 (4%). The highest percentages are observed in the 18-35 year-old group (about 22%). Use of illegal narcotic substances is higher in men than women, but the rate of increase is higher in women.

The most frequently used substance is hashish, whilst cocaine, LSD and heroin account for less than 1,5%.

The annual number of reported deaths from narcotics has increased dramatically from 9 in 1983 to 79 in 1991 and to 176 in 1998 (Ministry of Health and Welfare, OKANA).

Policies to fight the phenomenon are the responsibility of the Organisation against Narcotics (OKANA), established in 1993. They include pioneer actions and programmes for prevention, and the setting up of 73 Prevention Centres and a network of Therapeutic Centres. Since 1996, a Substitution Programme with methadone has been introduced for the first time in Greece.

In the area of addiction, **a special programme for detoxification of women** is of particular interest. It has been in application since March 1997 in the framework of the Detoxification Unit (Psychiatric Hospital of Attica): "OVER 18". The factors that pointed out the need for this programme, were knowledge of and experience with the relatively low rates of presentation of women addicts and their even lower rate of joining mixed therapeutic programmes, combined, on the other hand, with the potential they demonstrated when they finally joined, to carry on to the end of the programme and achieve their social re-integration.

The criteria for admission to the special women's programme for detoxification are:

1. Existence of young children that their mothers cannot leave for the duration of the mixed programme

2. Previous failures in mixed programmes

3. Intense and traumatic experiences of sexual and other abuse, making life with men highly problematic

4. Simultaneous existence of a mental disorder (depression, anorexia nervosa, anxiety, phobia etc.) requiring drug therapy.

The programme is of 6 months' duration, includes 10 places and is residential with accommodation in a hostel.
Treatment involves individual and group psychotherapy, psycho-educational activities of various types, intervention with the family, family groups, urine sampling (twice a week). It also includes drama therapy, and a series of group activities (service support teams, theatre, cinema, photography, and physical exercise).

The programme has now been operating for three years. Although it is too early for conclusive results, data so far are very encouraging. Heroin addicted women who had failed in the Unit's mixed programme, women with young children, addicted girls who could not and would not decide to join the mixed programme "OVER 18), succeeded in joining and functioning in this special programme.

Sources:

- *Ministry of Health and Welfare*
- *Ministry of National Education and Religion*
- *National Statistics Service of Greece*
- *EUROSTAT*
- *Family Planning Department of 2nd Obstetrical and Gynecological Clinic, Aretaeio Hospital*
- *National School of Public Health*
- *Family Planning Society*
- *Greek Society of Child and Adolescent Gynecology*
- *Association of Greek Women*
- *Regional General and Maternity Hospital El. Venizelou*
- *Association for the Rights of Women*
- *Special Infections Control Centre*
- *AIDS Telephone Line and Advisory Station - Presentation and analysis of data*
- *A) 1997*
- *B) 1998*
- *PIKPA - EOKF*
- *9th follow up committee for O.P "Continuing education and promotion of Employment" (December, 1999)*
- *Psychiatric Hospital of Athens*
- *Newspaper: Independent Women's Movement*
- *Psychiatric Notes No 61 - March 1998, pp. 85-91*
- *Health Care in Greece, Ministry of Health and Welfare, Athens 1999*
- *National Report of Greece on the Implementation of the Action Plan of the 4th World Conference on Women" General Secretariat for Equality (Athens, December 1999).*

ARTICLE 13

EQUAL RIGHTS TO CULTURE AND SPORTS

CULTURE

The participation of women in the country's cultural activities is remarkable. The presence of women is felt both in the official state body (the Ministry of Culture) and in "autonomous" (i.e. non state-dependent) cultural movements (cultural associations, unions, societies etc.). With regard to the state organisation, a first observation stands out: for more than 20 years, a woman was at the head of the Ministry of Culture.

The responsibilities of the Ministry of Culture include the following main sectors:

- Fine Arts
- Popular Culture
- Greek Letters - Literature
- Cultural Affairs
- Administrative Section

It should be noted that any discrimination against women is systematically avoided in the Ministry's activities (state awards for literature, representation of the country on inter-state or international fora in the sector of books - letters etc.)

Women's promotion in the hierarchy is unhindered as attested to by the fact that:

a. out of 76 posts of directors, 38 of them are occupied by women

b. out of 72 posts of section heads, 34 of them are occupied by women.

The Directorate of Popular Culture of the Ministry of Culture coordinates and implements intercultural rapprochement programmes with a view to eliminating any form of discrimination and encouraging peaceful coexistence among different social groups.

In this connection, a training programme in Photography addressed to Gypsies of 18 years of age and over is being conducted in cooperation between the Directorate for Fine Arts of the Ministry of Culture and the Photography Section of the Athens TEI.

The Office for Intercultural Matters, operating within the Directorate for Popular Culture, is coordinating the programme: it was initiated in March 1999 and the first cycle was completed in December 1999.

It was favourably received by the young gypsy girls who were the exclusive participants; they found in it not only opportunities of personal expression but also opportunities for future employment.
Furthermore, the Directorate of Popular Culture, desiring to protéct traditional culture and to emphasise significant events of modern history, promotes endeavours, which highlight women's activities in various ways:

- recording traditional occupations
- shedding light on the role of women in specific historical periods (presentation of the activities of women deported on Makronisos) with a view to projecting their contribution in accordance with modern concepts by means of exhibitions, editions, etc.

SPORTS

In the field of sports, the advance of science and technology and the results of efforts extended during the last decades have completely changed the structures and perspectives of sports.

The results of progress are visible in track and field, particularly in the last years. Even if somewhat delayed, the rule of science in sports and the substantial contribution of a variety of scientific sectors in achieving high level performance has finally arrived in Greece. Biochemistry, biokinetics and trainology have come into their own and play a significant role in improving the performances of athletes; they also make it possible to apply theoretical concepts in the day-to-day athletic practice in the country.

The fundamental elements contributing the formation of the athletic features of the country are now developed and keep improving continually. They include sports policy and its implementation in the various bodies, they also include men and women athletes as well as the skills and motivation of the scientific staff who take care of them. Other important characteristics of this era are selection of women athletes based on merit, their technical, scientific and socioeconomic support, and an augmentation of the grants they receive, the purpose of it all being to make Greek sports adjust to evolutions in the international athletic community.

ARTICLE 14

ELIMINATION OF DISCRIMINATION AGAINST WOMEN IN RURAL AREAS

In the last years, the role and the contribution of women farmers to agricultural production and economic development has been recognised within the framework of decentralisation and social policy. This is due to the shift of the centre of gravity from the sectoral to the regional character of development and to the realisation that rural areas should be preserved in ways other than price support and that these ways should be sought in endogenous material and human resources.

The rural woman, as a reserve manpower looking for ways of escape from the invisible and anonymous area of the household onto professional occupation and security, is an appropriate manpower to support initiatives directed towards preserving, utilising and promoting cultural heritage and traditional culture, whose guardians she and the rural areas have always been.

The aim of our strategy is to lay down the terms and conditions which, through coordinated action with all competent public and private agencies, will support the woman farmer and all women in rural areas in their private and professional lives using specific measures and actions.

The interventions of the General Secretariat for Equality concern:

- Linking equality policy with the new development sectors involving environmental policy, tourism, and new technologies.
- Development of new forms of employment, especially self-employment of women in all occupational sectors.
- Reviving the regions by implementing policies aimed at promoting the cooperative spirit.
- Taking specific measures for the promotion of new forms of production, standardisation and distribution of products in view of the international competitive environment.

The policies and actions for women in rural and agricultural areas aiming at:

- a more active participation of rural women in Local Development Projects;
- making rural areas as attractive as urban centres;
- implementation of structural policies;
- information and support of rural women are implemented by the competent public agencies, the Secretariat General for Equality, the Ministry of Agriculture, the

Ministry of Labour / Employment Organisation, in cooperation with the social partners (National Federation of Agricultural Cooperatives PASEGES/GESASE, Union of Women's Agricultural Cooperatives) and Non-Governmental Organisations.

DEMOGRAPHIC DATA

The Greek Rural Population is 1.500.000 inhabitants occupying an area of 100 square km.

According to Ministry of Agriculture data, the rural population is elderly (60% of the heads of farms are over 56 years of age). The demographic problem is reflected in the distribution of age groups employed in the primary sector, where 62,65% are over 45 years of age, resulting in difficulties in sector modernisation, especially in terms of the adoption of new technologies, new concepts and possibilities of cooperation with social agencies etc.

The rural areas of the country are characterised by low population increase rates due to the general problematic conditions of production and living, to the fact that many inhabitants - mainly the young - move out of these areas, and to low birth rates and aging.

A factor even more adversely affecting efforts to revive rural areas is the selective emigration between the sexes: in farmers' households in rural areas, the shortage of women is documented in this country as well in others, and the trend does not seem to be easily reversible.

The direction of the exodus has now shifted: it no longer goes to the urban centres but rather to small towns and provincial centres.

EMPLOYMENT

The pressures exerted on rural areas by market globalisation give rise to unemployment and underemployment conditions, with women being affected more strongly.

The share of persons employed in the primary sector as a proportion of total employment in the economy does show a decreasing trend but has tended to become stabilised after 1994. In more specific terms, employment in the primary sector in 1988 accounted for 26,6% of total employment, while in 1997 it was just 19,8%.

There is also a significant differentiation in rates of employment decrease between male and female populations (18,4% and 24,8%, respectively) with an annual rate of decrease for women of the order of 2,9%. Further data are given in art. 11.

SOCIAL INSURANCE

In the context of constant endeavour to modernise Insurance Funds - directly benefiting women as well as men - the Rural Insurance Organisation (OGA) was converted to a Main Insurance Fund by law 2458/1997.

Thanks to its new Main Insurance Branch, OGA provides - without gender discrimination -a modern system of social protection based on old benefits but introducing additional new ones.

Thus, new benefits open to women farmers include:

- a minimum of disability pension as a result of common illness or accident;
- pension increases with allowances for spouse and children;
- the surviving wife who is insured or pensioned by OGA is allowed to receive a pension from another fund (as a result of the husband's death) without even being subject to the usual restrictions applying to persons pensioned by other funds as to the amount of pension received;
- right to old age pension after 15 (instead of 25) years of employment;
- optional insurance with OGA between the ages of 18 and 21 years;
- admission to OGA insurance of all women agricultural workers;

Note that in case both spouses are subject to OGA insurance, insurance is obligatory for one of them based on their joint statement.

OGA benefits for women farmers in case of illness include:

- Full hospital and obstetrical care in class 3 of public hospitals, nursing homes, public utility institutions and private clinics under contract with OGA;
- Outpatient care at Rural Dispensaries - Health Centres and nursing homes under contract with OGA;
- Cost refund for special tests performed by private laboratories (if they cannot be performed at a public hospital in the area);
- Additional allowances (adjunct treatments, orthopedic appliances, expenses for private night nurse);
- Hospital treatment abroad (if the treatment cannot be provided in Greece);
- Pharmaceuticals: insured women farmers pay a contribution of 25% on drugs, with the exception of drugs specified for the management of some chronic conditions.

MATERNITY BENEFITS

OGA grants:

- Pregnancy and post-partum allowance, a lump sum of GRD 50.000 and
- Childbirth aid, a lump sum of GRD 20.000

In the case of birth of twins or triplets which are alive on the day the application for the grant of the aid is submitted, the amount is increased by 50% (25.000) for each child beyond one, i.e. if twins are born and are alive, the sum of GRD 75.000 is granted.

LARGE- FAMILY ALLOWANCES AND LIFELONG PENSION

OGA, acting on orders of the Ministry of Health and Welfare, grants large-family allowances, which are adjusted each year in accordance with the consumer price index of the previous year.

The legislation concerning family benefits was amended and complemented by law 2459/1997

A. Family allowance for the 3rd child (Law 1892/90 and 2459/97).
The 3rd child allowance amounted to 34.000 GRD until 1996; from 1997 onwards, the amount has been increased to 40.000 GRD and is paid until the child is 6 years old. This allowance is granted to the father, only when his wife who bore the three children is deceased or has abandoned him and the children.

B. The monthly large-family allowance is paid to the mother of at least 4 children and to the widowed or divorced or unmarried mother of three children, considered a large family in that case.

C. A lifelong pension is granted to a mother who:

D. * is no longer eligible to a large-family allowance because her last unmarried child has completed 23 years of age or has married:

- has been recognised as mother of a large family but does not meet the conditions for receiving a large-family allowance
- for a period of time has or had at least 4 living children.

EDUCATION AND VOCATIONAL TRAINING

In the last years, an improvement has been recorded in the rates of illiteracy and semi-illiteracy. The percentage of illiterate women according to data of the 1991 national population census remains higher than that of men and concerns mainly rural and remote mountainous or insular regions, and the older age groups.

The General Secretariat for Further Popular Education has initiated specific measures, such as further education programmes, publication of special pamphlets and a method for learning modern Greek as a foreign language.

VOCATIONAL TRAINING

For the period 1996 -1999, which was the period of implementation of the 2nd Community Support Framework, the General Secretariat for Equality decided to declare women a target group both at the national and at the regional level. GSE took part, along with the competent ministries - the Ministry of Labour and the Ministry of Agriculture - in planning and financing national and European programmes and community initiatives.

The general categories of programmes being implemented in the period under consideration are:

- Continuing education of the self-employed in the primary sector
- Vocational training and promotion of employment for the unemployed

- Fighting exclusion from the labour market
- Community initiative for Employment - Axis NOW (New Opportunities for Women)

Within these programmes, the following measures were implemented:

- Actions for self-employed women in the primary sector (vocational training and subsidies for development of business activities)
- Special training measures for women farmers
- Integrated interventions including information, preliminary training, training, provision of accompanying support services and promotion of employment
- Integrated intervention projects for promoting equal opportunities between women and men in employment and creation and improvement of structures providing advice, guidance and preliminary training services in matters of employment, subsidies for new jobs and aids for developing business initiatives or establishing cooperatives.

The programmes and measures implemented in the period 1996 - 1999 resulted in a reduction of inequalities between women and men in the field of employment; this was achieved through improvement of women's occupational skills, through creation of new jobs for women farmers, through reduction of unemployment and promotion of self-employment and entrepreneurship of women farmers, through creation of new cooperatives and of new support structures.

In the period 1994 - 30.6.2000, in the context of the project of Vocational Training for self-employed in the Primary Sector (O.P. "Continuing Vocational Training and Promotion of Employment"), women accounted for 46% of 111.245 beneficiaries, i.e. 50.771 women benefited (Table 1)

TABLE 1

OPERATIONAL PROGRAMME "CONTINUING TRAINING AND PROMOTION OF EMPLOYMENT" PERIOD 1994 - 30.6.2000

Sub-pr./title of action	TOTAL	MEN	%	WOMEN	%
Sub-pr.2/Training of self-employed in the primary sector	11.245	60.47	54	50.771	46

Source: Ministry of Labour, management adviser O.P.
Processed by General Secretariat for Equality

In the period 1996 - 1997 within the framework of the O.P. "Fighting Exclusion from the Labour Market", programmes for unemployed persons were carried out for the target-group "Persons in mountainous and remote insular regions". Out of 1.700 beneficiaries, women accounted for 57% i.e. 965 women benefited (Table 2).
For programmes implemented in 1999, whose actions will be completed in 2000, the percentage of women beneficiaries according to available data is 45%.

TABLE 2

OPERATIONAL PROGRAMME "FIGHTING EXCLUSION FROM THE LABOUR MARKET" PERIOD 1996 - 1997

[illegible]	TOTAL	MEN	%	WOMEN	%
[illegible]	1.700	735	43	965	57

Source: Ministry of Labour, management adviser O.P.
Processed by General Secretariat for Equality

AGRICULTURAL VOCATIONAL TRAINING PARTICIPATION OF WOMEN FARMERS

The official authority responsible for provision of agricultural vocational training is the Ministry of Agriculture.

However, vocational training and further training in the primary sector is offered also by other bodies either of the local administration or of the private sector (Vocational Training Centres - KEK) using national and Community resources, at the national or the regional level.

Women farmers participate on equal terms with men farmers in all programmes of the Ministry, whether these concern continuing training of workers in the primary sector, or the Regulation 866/99 or the former Regulation 950/97, now Reg. 1257/99, the Community Initiative Leader, or the fisheries or the forest protection programmes etc.

The Ministry of Agriculture, with a view to improving the effectiveness and the coordination of activities developed in the fields of education, training and information of the rural population and the inhabitants of the countryside, established the Organisation for Agricultural Vocational Education, Training and Employment OGEEKA "DIMITRA" (Law 2520/97) in 1997, which is an entity of the private sector supervised by the Ministry of Agriculture.

The agricultural education offered might be presented schematically as follows:

1. Technical Vocational Schools (TES). As from 1998, the TES have been converted to Technical Vocational Training Institutions of the 1st Cycle which are supervised by OGEEKA (Law 2640/98). They are of secondary education level, of 2 years' duration, and admit young persons, both male and female, of 16 - 25 years of age, who have completed their compulsory schooling; they report to the Ministry of Agriculture. Most of the TES/TEE include boarding facilities to facilitate access of trainees from all parts of the country.

2. Practical Agricultural Schools: these are regional departments of the Ministry of Agriculture and are included in the activities of KEGE.

3. Agricultural Education Centres (KEGE), which run continuing training programme.

Note that training programmes for self-employed persons in the primary sector operate on an annual basis throughout the country, within the KEGE or other educational structures of the Ministry of Agriculture.

- In the period 1995 - 1999, according to data of the Ministry of Agriculture, the Directorate for Rural Home Economics carried out 759 vocational training programmes for women farmers: subjects taught included agro-tourism (formerly law 950/97, now 1257/99) home industry, technology of foodstuffs, agricultural machinery, clothing, use of electronic computers, organisation and management of small businesses, children's care, care for the elderly. A total of 17.996 women were trained at the KEGE (Agricultural Education Centres), PGS (Practical Agricultural Schools) and at Municipalities all over the country (Table 3)

TABLE 3

REPORT ON PROGRAMMES OF NON-FARMING EMPLOYMENT
PARTICIPATION OF WOMEN FARMERS BY SUBJECT*
PERIOD 1995 - 1999

No	SUBJECT	PROGRAMMES	PERSONS
1	Home Industry	329	7.739
2	Clothing	173	4.300
3	Foodstuffs technology	136	3.118
4	Agro-tourism	107	2.449
5	Use of electronic computer	5	109
6	Management-organisation of small businesses	3	62
7	Care for elderly persons	3	59
8	Care for children	1	25
9	Agricultural machinery	2	65
	TOTAL	735	17.307

Source: Ministry of Agriculture, Directorate for Agricultural Home Economics

**The programmes were implemented within the framework of the project "Continuing training of persons employed in the primary sector".*

- The training programmes implemented by the Directorate of Agricultural Applications from 1997 - 1999, were attended by 22.473 women farmers and they concerned subjects relating to vegetable and animal production, quantitative - qualitative improvement of agricultural applications of integrated programmes for the protection of the vegetable and animal resources, development and protection of forests and fighting of forest fires, reforestation of destroyed forested areas.

• Further programmes were implemented on special subjects expected to contribute to an improvement of agricultural income. The subjects included organisation and management of farms including monitoring by accounting methods, proper processing, standardisation and commerce of agricultural products, procedures for inclusion of farms in the system of national and Community subsidies, changes in the conditions of agricultural production as a result of the CAP and GATT provisions, gender equality, and training programmes addressed to young, male and female farmers or to male and female farmers coming under some Community Regulation.

• Guided by the criteria of increasing agricultural income, creating new jobs, maintaining rural populations in the countryside, encouraging women to generate income and to improve their position in the local community, the Ministry of Agriculture:

a. organised workshops of a familial or cooperative nature with a view to establishing agro-industries according to legislation in force for the production, standardisation and commerce of traditional products, which are safe for the consumer under Reg. 950/97;

b. established workshops for the production of handicraft items (wood carving, weaving, pottery etc.) in accordance with Reg. 950/97.

THE PANHELLENIC CONFEDERATION OF ASSOCIATIONS OF AGRICULTURAL COOPERATIVES (PASEGES)

Through the Vocational Training Centre that has been running since 1995, and its branches throughout the country, PASEGES offers training courses associated with the primary sector.

In the period 1996 - 1999, 140 vocational training courses were conducted, which were attended by 2000 women (65%). Also, information and awareness actions addressed to rural populations were undertaken; many of these dealt with special issues of concern to women farmers and women's cooperatives.

SUBSIDIES

1. Project "YOUNG FARMERS": Law 2590/97 - Reg.(EU) 950/97. This project offers incentives and financial aid to young, male and female farmers first entering agriculture. During the first period of implementation of the project (1994 - 1999) 12.665 young farmers joined. However, there are no data about the exact number of women beneficiaries.

2. Project of Agro-tourist and Agro-artisanal Activities (Reg. E.U 950/97), of the Ministry of Agriculture. The project supports men and women farmers in developing agro-tourist and agro-artisanal activities in their farms with a view to increasing their family income and to contributing to the development of mountainous and disadvantaged regions. Women farmers are eligible to join the project if they meet the criteria for beneficiaries.

3. Project of subsidising Young Independent Professionals (NEE) of OAED (Manpower Organisation). The project is open to young women farmers. The financial incentives provided amount to 1.660.000 GRD - 4.800.000 GRD depending on the category of the unemployed person, the region in which the enterprise is to be established, and the gender. Women receive an additional amount of 300.000.

4. OAED, through its Department for Special Social Groups and in the framework of the Community Initiative: Employment - Axis NOW, provides assistance in the form of a 2.800.000 GRD subsidy towards the establishment and support of women's enterprises (individual or cooperative). The programme is open to women who have been trained under the Community Initiative: Employment - Axis NOW, by other organisations (certified Vocational Training Centres) and are in the process of setting up their own business. Within the self-employment programme, the subsidy duration is 12 months. In accordance with the latest data for 1999, 170 women established their own businesses including 10 cooperatives (in Syros, Naxos, Volos, Zagora etc.)

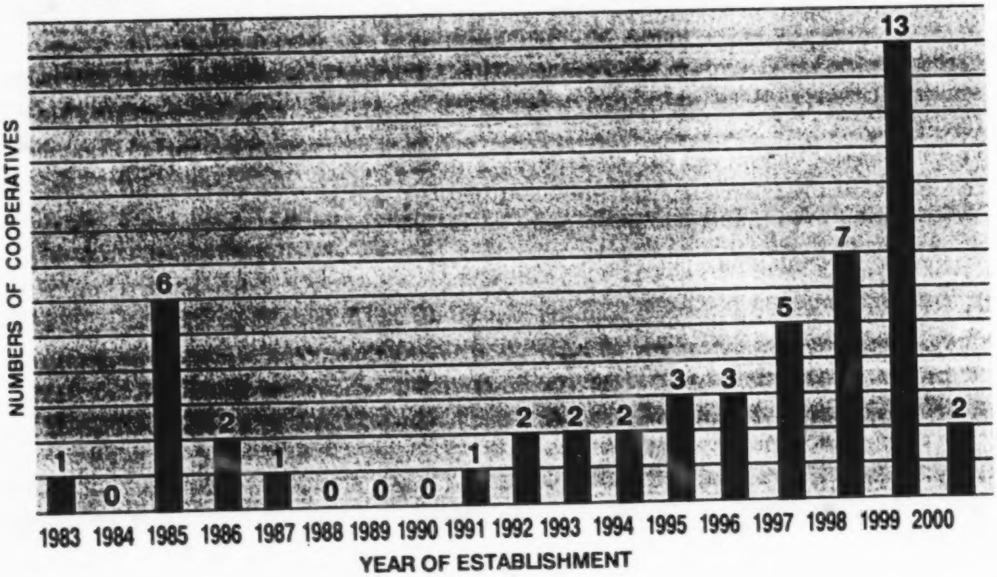
WOMEN' S COOPERATIVES

In the rural area of Greece during the 90's and culminating in 1999, the women's cooperative movement experienced a new boom, as can be seen in Graph 4.

Women's cooperatives are an inspiring model to women but also to Regions, Prefectures, and Local Administration Bodies all over the country: they are seen as a tool for local development and as a means for activating the female population.

Most cooperatives are agricultural: this must be mainly attributed to the tax benefits provided under the law on agricultural cooperative organisations but also to the fact that agricultural cooperatives are closely watched and assisted by the Ministry of Agriculture, the General Secretariat for Equality, PASEGES and, recently, by the Association of Agro-tourist, Agro-artisanal Cooperatives of Greece.

WOMEN' S COOPERATIVES BY YEAR OF ESTABLISHMENT (Table 4).



According to the data of a census and survey "For recording the status of women's cooperatives" (carried out by GSE, PASEGES, and the Ministry of Agriculture and expected to be published within 2000), there are 70 women's cooperatives existing formally, and of these, about 50 are active; they number 2015 members.

Processing of the data shows that 18% are mixed cooperatives, though the majority on all their managing boards (except one) are women.

The cooperatives are established in villages and small towns in rural areas and cover nearly all regions of both continental Greece and the Greek islands.

Ten out of the active cooperatives are focused on tourism (accommodation). The rest are production cooperatives, i.e. they produce food (candy, preserves, traditional pastries, pickles etc.) and/or traditional handicraft and popular art items (woven articles, traditional costumes, embroideries etc.) Several cooperatives (abt. 23) also maintain sales premises for their products. To a lesser extent and in areas with reduced traffic of tourists, the workshops also sell the produce.

The members of cooperatives are increasingly taking part in training courses associated with the activities of their cooperative as can be seen from Graph 5. As regards the training offered, a large percentage think that it is inadequate and they would prefer training subjects better adapted to the needs and activities of their cooperatives.

Although the scarcity of funds is often a serious problem to the establishment of cooperatives, yet, according to data of the survey, very few cooperatives have used loans for investment or operational capital. The reasons must be sought in the size of the enterprise on the one hand, and on the conservative attitude of women in such matters, on the other: as they often put it themselves, "they do not want trouble with banks".

The operation of cooperatives is not free of problems. Apart from the problems they must tackle before their cooperatives can take root and be accepted by local communities, women-members have to cope with practical and functional problems. These commonly experienced problems have led the General Secretariat for Equality to finance a research study on "Establishing a support network for Women's Cooperatives" with a view to investigating the operation of women's cooperatives, exploring their problems and their requirements, as well as their deficiencies and desires.

According to the results of the Study, cooperatives are faced with:

- problems of organisation and management
- marketing problems
- product handling problems
- problems arising from clashes between members
- problems associated with inadequate knowledge of women-members
- problems from lack of funds

After these problems were identified, it was felt that a structure for support and assistance of cooperatives - an "Interconnection Network of Women's Cooperatives" - was necessary.

The Interconnection Network will undertake to:

- create a system for distribution and sale of products
- look for new national and international markets
- provide advice concerning quality, packaging, standardisation and management of products
- organise meetings for exchange of views and information
- establish contact with similar cooperatives in the European Union for purposes of exchanging information and know-how
- disseminate information concerning problems of women's cooperatives in rural communities and encouraging establishment of new cooperatives.

PROMOTION OF WOMEN'S COOPERATIVES THROUGH THE INTERNET

Cooperatives can promote themselves through:

a. the web site www.minagric.gr created by the Ministry of Agriculture. Already a fair number of cooperatives are accommodated and efforts are extended to provide promotion for all.

b. The site www.in.gr - Agro-tourism in Greece on the Internet.

LEGISLATION

The new law 2810/2000 "Agricultural cooperative organisations" was recently passed.

The main features of this new law, which introduce important changes in the cooperative situation in the country and open up new roads of activation of women farmers, are:

- the minimal required number of members (reduced from 20 to 7) which favours particularly small groups of women wishing to become active in their field
- greater flexibility in the choice of economic activity
- increased functional ability (various provisions render the general assemblies more functional)
- election of the managing board by the general assembly
- a unique voting ticket
- the minimum or maximum area in which a cooperative develops its activities is defined as the seat /region of the cooperative. This enables women's cooperatives to join forces more easily even at the primary level.

CERTIFICATION OF AGRICULTURAL PRODUCTS

The Ministry of Agriculture established (law 2637/98) the Organisation for Certification and Supervision of Agricultural Products - OPEGEP. The Organisation certifies all processing or packaging businesses that wish to document the safety of their agricultural products. As far as women's production cooperatives are concerned, the certification of their products may constitute a major tool in developing their competitiveness.

PARTICIPATION IN POLITICAL AND SOCIAL LIFE

In the last 5 years of the 20th century, even though the participation of women in the collective bodies of women farmers and in political organisations is still low, significant and encouraging progress has been achieved.

- The operation of 71 agricultural cooperatives and their influences - both social and economic - on rural communities can no longer be doubted:
- they significantly upgrade the social status of women in their respective areas
- they function as a contributing factor to a change of mentality in local communities and to reversing the social inactivity of women.

At the same time, the necessity to coordinate actions and to ensure mutual support among Greek women's cooperatives led to the establishment of the Association of Agro-tourist, Artisanal and Handicraft Cooperatives of Greece with 11 founding members in March 1998.

The Association is a secondary cooperative organisation, i.e. it has a purely business form and its members are not natural persons but cooperatives (primary organisations).

In 1999, the Association was awarded a gold medal by the Women's World Summit Foundation, a worldwide women's organisation with advisory status to the U.N.O.

Establishment of the GESASE Women Farmers' Commission

The General Confederation of Agricultural Associations of Greece (GESASE) represents thousands of men and women farmers, members of agricultural associations belonging to the Federations of Agricultural Associations in all districts of the country, and thus GESASE is the top professional organisation of farmers.

A 15-member Board manages GESASE on which, now, for the first time ever, serves one woman farmer.

In 1989, GESASE founded the Women Farmers' Commission which was intended to study the problems of women farmers, to propose and claim their solution, to emphasise the role of rural women and to promote their education and awareness.

From 1996, the Women's Commission has developed a more dynamic intervention in pursuing its objectives, has become increasingly active in matters of information, awareness and awakening of women farmers and has established women's sections in every agricultural association and federation.

Each year, in the framework of the worldwide Day of the Woman Farmer (October 15), a series of events are conducted (meetings, debates, publication of information pamphlets, radio messages) culminating in the Panhellenic Meeting of Women Farmers. Women farmers from all parts of Greece gather, not only to celebrate and honour the worldwide Day of the Woman Farmer but also to demand the satisfaction of the needs arising from their particular problems and to insist on effective policies aimed at ensuring the competitiveness of their occupations, modernisation of rural areas, improvement of social welfare and social benefits.

The Women's Commission of GESASE represents Greek women farmers on the Commission of Agricultural Organisations of the European Commission COPA,

Association of Young (men and women) Farmers (ENA).

ENA is a non-governmental no-profit organisation with a modern organisational structure and function. Its members are young men and women farmers under 40 years of age. The main purpose of the Association is to provide information and knowledge, to study problems and formulate realistic proposals, and to have its members undertake responsibilities. Apart from the central organisation, 17 local branches of ENA have been established all over Greece. The participation of young women farmers not only as members but also on the Boards of the Association is encouraging.

SOCIAL INFRASTRUCTURE

The measures taken and the public projects carried out during the period under consideration have contributed to a significant improvement of the living conditions of rural populations.

The amelioration of the provincial road network, the modernisation of public means of transportation, electrification and water supply to all regions of the country, and easy access to facilities of health care (incl. medical care and drugs), are some of the elements warranting a positive evaluation of living standards.

Furthermore:

- In addition to public and private day-care stations for infants and young children, stations organised by PIKPA and EOP in rural areas cover part of the needs.
- The Directorate for Agricultural Home Economics of the Ministry of Agriculture endeavours to provide solutions to problems arising in periods of increased farming workload by means of temporary seasonal children's day-care stations lasting for 1-3 months, and in rural areas where no such facilities are available.
- The 222 day-care centres for infants and children and the Centres for Creative Occupation of Children (KDAP) operating in the municipalities and communes of the country under a programme started in 1999, take care of the needs of women farmers as well.
- The 191 Social Care Units for the elderly now being established across the country - many of them already in operation - will provide some free time for women farmers who bear the entire burden of family care. It should be borne in mind that institutionalisation of the elderly is not an acceptable alternative either to the farmer woman herself or to the broader family environment, and therefore care of the elderly is the woman's responsibility.
- In a cooperative effort between local administration and the Ministry of Health, a project intended to assist women and entitled "Help at Home" is in progress.
- With regard to family planning, as most centres operate in urban regions, rural women do not have easy access. Thus, information is provided by mobile units and by teams associated with public or non-profit private health care organisations.
- In the field of health, rural dispensaries and Health Centres operating in the periphery do have room for improvement and they are faced with difficulties in their operation due to lack of sufficient staff, but they constitute an important innovation in the health care system of the country.

A law of 1997 reformed the operation of Health Centres, placed priority on prevention and upgraded primary health care through the establishment of networks.

SUPPORT AND INFORMATION STRUCTURES

THE GENERAL SECRETARIAT FOR EQUALITY

The General Secretariat for Equality (GSE), in the framework of its endeavour to support women farmers and integrate them in production so as to improve their status in the local community and to create new jobs:

- provides legal advice to women-members of cooperatives in the process of being established and during their subsequent operation
- cooperates with the Ministry of Labour and OAED in drafting vocational training and financial aid programmes for women
- co-organises with other competent bodies various meetings throughout the country with a view to providing information and increasing awareness
- intervenes with other bodies, when needed, to support requests by women farmers.

Dissemination of information and provision of advice to women in rural areas is conducted through a wide network of public and private structures, which have been set up using national and community resources.

Structures already established and providing a series of integrated services to women in rural areas include the following categories:

- Equality offices at prefecture level and Regional Equality Centres
- Information and Research Centres for Employment
- Centres for Advice and Support to Women
- Centres for Support of Women's Entrepreneurship

Women farmers and women in rural areas, in particular, may also apply to:

REGIONAL EQUALITY CENTRES AND TO THE 1ST AND 2ND DEGREE LOCAL ADMINISTRATION EQUALITY OFFICE.

Regional Equality Centres exist in the 13 Regions of the country, while Prefectural Equality Offices operate at prefecture level.

The Regional and Prefectural Equality Centres serve efforts to develop a better acquaintance with the problems and needs of women farmers so as to ensure two-day communications and prompt intervention in solving their problems.
(For more details see article 4).

RESEARCH CENTRE ON EQUALITY MATTERS (KETHI) - GSE

Operating under the Research Centre on Equality Matters (KETHI), a body supervised by GSE, are: the Information and Advice Unit for women on equality and vocational training matters and the Intervention Units at the local level in Patra, Thessaloniki, Volos, and Iraklio (mobile units are expected to start operating within 2000).

The Units provide information and special programmes for support of women's business activities as well as individual and collective advice.

The cycle of support through advice on planned business activities is complemented by the issue of a certificate, which helps women to be included in the Programme of subsidies for Young Entrepreneurs of OAED. In 1999, three women's cooperatives producing traditional items were subsidised at Agios Antonios, Thessaloniki, at Mesotopos and at Asomatos in Mytilini.

The issues handled through legal advice to women in rural areas and women farmers include, in particular:

- self-employment and establishment of enterprises
- establishment of women's cooperatives associated with tourism, handicrafts, production and standardisation of products etc.
- social security
- institutional and legal framework concerning provisions for the support of women's enterprises, investment incentives and legislation concerning cooperatives
- European programmes

THE MINISTRY OF AGRICULTURE

- Information to women farmers in the periphery is provided by the Prefectural Agricultural Development Services - Office of Organisation and Management of Farms and Office of Agricultural Home Economics
- Agricultural Development Offices were initiated in 1999, and are meant to cover all agricultural municipalities resulting from the application of the Kapodistrias project.
- Establishment of Offices for young men and women farmers is also proceeding in all of these municipalities: they are meant to facilitate inclusion of young farmers of both sexes in national and community programmes.

CARREFOUR - the crossroads of agricultural development, information and activation.

Five CARREFOURs are operating in Greece: in Macedonia, Epirus, Thessaly, Western Greece and Crete.

CARREFOUR, which is the European Commission's network for rural areas contribute to two-way information between rural populations and the European Commission as well as to the exchange of information and experiences between areas of the Union.

Access of women in rural areas to the services provided is free and women can easily obtain information on matters of concern to them.

In 1999, the Macedonia CARREFOUR held a meeting of 8 European CARREFOURs, in Thessaloniki, on the topic: "Equal Opportunities between men and women in the rural areas of Europe". The meeting, in which GSE was also represented, decided on:

- establishment of a web site on the Internet, which will include all necessary information and interconnections concerning the development of equal opportunities
- establishment of a manual which will include exemplary actions (best practices) for support of women in rural areas in all branches
- presentation of examples on the Internet and establishment of a "virtual" itinerary through women's achievements in the European countryside in the form of an electronic map.

In the framework of the Community Initiative: Employment - Axis NOW and co-financing provided by the General Secretariat for Equality, information centres and networks have been set up for women farmers. Some of these are now in operation, but most are expected to start operating within 2000. An example is:

ARTISTI NET: The Office of Artisti Net is accommodated in the Educational Centre of the Agricultural Bank in Athens. Its purpose is to support women's enterprises in rural areas of Greece. ARTISTI NET is a centre interconnecting agro-tourist cooperatives and a centre for support of women's business activities on the Rhodes, the centre "Kallipateira" in the southern Aegean.

DIONI & DIONI INTRA NET. There are 10 Centres for Equality, Information and Business Guidance in the areas of Epirus as well as a telematic network and an information bank. One of its main purposes is to orient women towards agrotourism and cultural tourism and to provide a friendly credit system and credit mechanisms for women.

Sources:

1. *Ministry of Agriculture*
2. *Ministry of Labour - General Secretariat for the Management of E.U. and other resources.*
3. *Ministry of Health and Welfare.*
4. *Organisation for Agricultural Insurance.*
5. *Organisation for Employment.*
6. *National Agency for Statistics.*
7. *National Action Plan for Employment - Ministry of Labour and Social Insurance.*
8. *"Integrated Development of Rural Areas", February 1999.*
9. *RURAL AREAS, The Greek rural society by the end of the 20 century, National Centre for Social Research, "Plethron" Publications.*
10. *Employment and Insurance in rural Greece, Institute of Strategical and Developmental Studies, Athens 1999.*
11. *GREEN EUROPE - Women's Contribution to Economy and their situation in rural areas, European Community 1/94.*
12. *Panhellenic Federation of Agricultural Cooperatives.*
13. *General Federation of Agricultural Associations of Greece.*

CONCLUSIONS

The 4th and 5th National Reports of Greece to the Committee for the Elimination of Discriminations Against Women (CEDAW) constitutes the basic record of policies, actions and measures of the Greek Government for the promotion of women during the period 1994-2000.

The actions and measures of Greece concern both the institutional and legislative levels and cover the sectors of information, sensitization and awareness, of continuing training and education, employment, health care, family relations and women' s participation in public and private life.

During the years 1994-2000, particular emphasis was given on the sector of information and awareness of the social body, aiming at bringing gender mainstreaming to notice, as a basic tool for implementing the de facto equality at all levels of social formation.

We would like to point out that the quantitative and qualitative record and assessment of actions constituted a principal target of the General Secretariat for Equality of the 2 sexes in order to implement an integrated policy on gender equality in the Greek society.

Greece, taking into account the comments of CEDAW on its 2nd and 3rd Reports and on the basis of political priorities and the framework strategy concerning gender equality in national and community policies, realised the following actions:

- Panhellenic campaign on the citizens sensitization and information on domestic violence and sexual harassment in the workplace under the title "Break the Silence". This campaign was accompanied by institutional measures of the General Secretariat for Equalily, such as: the establishment of an Interministerial Committee on Violence against Women, aiming at the immediate laying out and realising policies to combat violence and trafficking for sexual exploitation as well as the completion of the legislative framework on women' s prostitution. Moreover, the establishment of an SOS telephone line has already taken place and the operation of the Reception Centres for battered women and the Accommodation Hostel for Women Victims of Violence has been completed.

- Law No 2734/1999 sets the conditions for the exercise of prostitution, while Law No 2676/1999 sets the obligatory insurance of prostituting persons (see articles 2, 3 and 6 of the present Report).

- Law No 1419/1984 sets the ex officio prosecution of the perpetrator by the public prosecutor in cases of rape (see article 2 & 3).

- Women's participation in the decision-making centres increased through an increase in the number of women members of the Greek Parliament, of the European Parliament, of the Prefectural and Municipal Authorities, of Security Bodies etc (see. article 7 of the present Report).

- Law 2839/12-9-2000, article 6, set women' s participation in all service councils of Public Services, of Legal Entities of the Public Sector and Organisations of Local Self-government with a minimum guota of 1/3 of the elected members as far as they fulfill legal prerequisites. In cases of appointment by public authorities, Legal Entities of Public Sector and the Organisations of Local Self-government, members of boards of directors or other collective bodies for managing Legal Entities of the Private or Public Sector, the mumber of appointed persons of each sex constitutes a quota equal to at least 1/3 of the appointed members.

- In recent years, the illiteracy and semi-illiteracy percentage of the Greek population has improved. The percentage illiteracy of Greece, according to data by Eurostat, is in no case higher than that of other European Union countries. The further elimination of illiteracy is faced through concrete measures and actions that are described in article 11 of the present Report.

- It is true that the sector of employment and women' s integration in the labour market under the most favourable terms possible was and still is one of the basic priorities of the government. Employment policies concerning the sectors of services, processing and agriculture as well as development of women' s enterpreunership have been included in the Business Plans of the Ministries of Labour, Development and Agriculture within the 2nd and 3rd Community Support Framework as well as in the National Action Plans for Employment (see articles 10 & 14 of the present Report).

- Main policy both of the European Union and Greece is the reconciliation of family and work responsibilities. On the basis of this policy, a Panhellenic campaign for the citizens' sensitisation and awareness is going to take place throughout year 2001. At the same time, Greece has passed a strong legislative framework that offers considerable incentives for the apportionment of family and work responsibilities through the provision for maternity and paternity leaves etc. (see articles 2, 3 & 5 of the present Report).

- It must be clear that, according to the Lausagne Treaty, in Greece there is only a religious minority, that of the Muslims of Thrace. Greece is implementing a relative programme for the social integration of Muslim women, as analysed in article 1 of the present Report.

In CEDAW' s report (Twentieth session, 19 January 1999), para. 209, on the 3rd and 4th reports of Greece, the Committee inadvertently mentions an Albanian minority. We would like to make clear that Albanians in Greece are economic emigrants, to whom, alike as to emigrants of other nationality, a 6-months' residence permission, a "green" card for work permission etc. are offered, upon the expire of which they have to return to their countries of origin.

The General Secretariat for Equality of the 2 Sexes, in cooperation with UNHCR, the Refugees Organisation and the Greek Red Cross, organised a visit to the refugees' camp, with the purpose to write down their needs and the improvement of their living conditions in Greece.

- Finally, we would like to point out that the implementation and realisation of Greece' s measures for the elimination of discriminations against women is a product of the governments policy in cooperation with NGO' s, women' s organisations, humanitarian organisations, groups of volunteers as well as trade unions and other social bodies, whose actions help form a political society of active citizens in conditions of democracy and equality.